

Section 9: Employee Wellness

During the financial year of 2016/2017, the focus of the employee wellness programme has been on the awareness and utilisation of the EAP. Eight employees were referred for counselling sessions with an external service provider for issues ranging from depressive moods to personal stress management relating to marital and financial issues.

The employee wellness initiatives has positive benefits for both JPC and its employees:

- Reduced absenteeism
- Improved employee attitude
- Improved employee relations
- Increased employee performance and productivity
- Overall stress reduction

HR engagement sessions on the provision of EAP services and other focus areas were held with all employees.

HR arranged a wellness day, a sports day and financial management sessions focusing on pre- and post-retirement planning and personal financial management skills, such as budgeting and investments. These wellness initiatives had 70% reach in respect of employee attendance and participation. They improve the physical, emotional and mental wellbeing of employees and result in a slight improvement with respect to overall productivity.

On 25 August 2016, HRM conducted an employee health wellness. This was aimed at adding value to the health and wellness agenda. JPC is cognisant of the critical diseases that employees commonly face, such as heart disease and cancers, and that are often symptomatic until the very late stages.

The purpose of this health screening day was to enable JPC to identify health risk factors for employees and implement effective strategies to support employees and feed into the wellness agenda.

A total number of 234 employees participated in the respective screening tests. The following screening tests were conducted:

- BMI (body mass index)
- Glucose
- Cholesterol
- Blood pressure
- Acquired Immune Deficiency Syndrome (AIDS)/Human Immunodeficiency Virus (HIV) screening

This was also aimed at reducing lifestyle risks and improving employees' well-being to make positive changes in their daily lifestyle habits. The well-being of employees is a priority and JPC is committed to optimise the health and well-being of employees to build a healthier workplace, and employees supported this initiative, as there was high attendance. This proves that the goal was achieved.

