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ANITA CHHABRIA WRITES ON HOW HEALTH AND WELLNESS ARE PRIORITY ISSUES FOR ORGANISATIONS TODAY

Better secure than sorry



THE HEALTH AND SAFETY OF EMPLOYEES have got an unprecedented focus in the last couple of decades.

Business entities have come to understand that people are the most pertinent asset to an organisation. Increased transparency in the reporting requirements streamlined a lot of practices and processes. Sunil Goel, MD - GlobalHunt India Pvt Ltd suggests, "Investment on employee benefits not only projects the company as a better employer to attract the talent, but also helps in retaining the talent pool for a longer period, which reduces the direct or indirect hiring cost."

The relevance and importance attached to health, security and extending benefits has undergone a lot of change. Erstwhile, it used to be restricted to basic sanitation, clean drinking water, sick leave, and prescribed working hours. Some companies had EPF (Employee Provident fund), retirement benefits and gratuity facility. Ahead of its times were companies, which had health talks and yoga classes. Benefits were calibrated to the job description, type and title of position, and level of total compensation. For the ranks higher up, club memberships or even CLA (Company Leased Accommodation) or VRS (Voluntary Retirement Schemes) were provided. But that was all there was!

Sandeep Dhawan, VP, Koenig Solutions Ltd shares, "Providing medical assistance for employees as well as

their family members in the form of compensation and regular health check-ups are some ways through which companies can provide safety. Organisations maintain a 'Health Index', which helps in monitoring the health of the employees. For physical safety, along with being equipped with proper facility to counter emergencies such as a fire or an earthquake, a company can carry out a self-defence and first-aid training workshop. Special considerations should be taken for the women workforce, for eg, organisations should provide them transport assistance if they are working late."

Physical safety measures like security cameras, safety procedure demos, mock drills, emergency evacuation



EMPLOYEE HEALTH AND SAFETY BENEFITS

- Medical insurance coverage
- Cashless hospitalisation
- Disability coverage
- Fitness activities like Zumba classes, treks
- Paternity / adoption leave
- Safety drills and audits
- Annual medical checkups

techniques and setting up assembly points are common among IT, FMCG, banking industries. Dhruv Desai, sr VP -HR & Leadership Academy - Angel Broking shares his views, "Indian com-

panies are at a nascent stage when it comes to implementing 'disaster recovery'. The event might be something huge - like an earthquake or terrorist attacks or something small, like malfunctioning software caused by a computer virus. Given the human tendency to look on the bright



WELLNESS BENEFITS

- Financial seminars / tax workshops
- Counselling services
- Relevant training
- Flexibility options
- Other discretionary benefits
- Skill-enhancement

side, many business executives are prone to ignoring disaster recovery because disaster seems an unlikely event." A voluntary and generally free of cost, confidential support service, which is designed to provide professional support and consultation to assist employees in meeting challenges is vital.

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