

Organisational Wellbeing



Robust wellbeing services are an increasingly essential component of an organisation's people strategy. A focus on wellbeing in the workplace can lead to improved employee engagement and satisfaction, better performance, reduced costs due to lower absenteeism and turnover, and increased productivity. It can create a more positive work environment, leading to improved morale and better collaboration among employees. Moreover, it can create a culture of wellbeing that is attractive to potential employees, making it easier to attract and retain top talent.

Wellbeing challenges



Employees risk of depression is up 145% compared to pre pandemic¹



71% of remote workers feel disconnected from co-workers²



96% of companies say they offer mental/emotional wellbeing benefits



But, only 42% of employees believe their employer provides them³



Just 10% of HR leaders tracked wellbeing ROI with formal, quantitative metrics⁴

KPMG's Wellbeing proposition has grown out of industry trends and conversations with clients, as well as the wealth of workplace wellbeing statistics showcasing the importance of improving wellbeing services for employees. KPMG's wellbeing proposition is now more important than ever because of persistent financial and emotional insecurities related to cost of living and geopolitical factors that impact employee and organisational functioning.

KPMG takes a holistic view of wellbeing through our '5M Methodology', which enables organisations to take stock of their current wellbeing landscape, identify where wellbeing intersects with challenges relating to employee value proposition, talent management, and productivity, and embed positive wellbeing changes within the organisation using sustainable behavioural change techniques.

Using an end-to-end approach, our solution analyses the health of existing wellbeing portfolios within organisations and identifies their specific challenges, before recommending and implementing scalable solutions, hinged on best practice and focused on generating long-term value for both colleagues and the organisation.

Potential Benefits

Improved Retention

A strong Employee Value Proposition is a unique differentiator between your organisation and competitors.

Gain a Holistic Understanding

Avoid looking at wellbeing through one lens. Gain a comprehensive view of employee wellbeing based off 5 pillars: Money; Moments; Mind; Movement; and Motivation.

Wellbeing Insights

No more annual pulse surveys. Get up-to-date, aggregated information on the various areas of your workforce with our Wellbeing Tool. See problems before they arise and flex your benefits accordingly.

Higher Employee Productivity

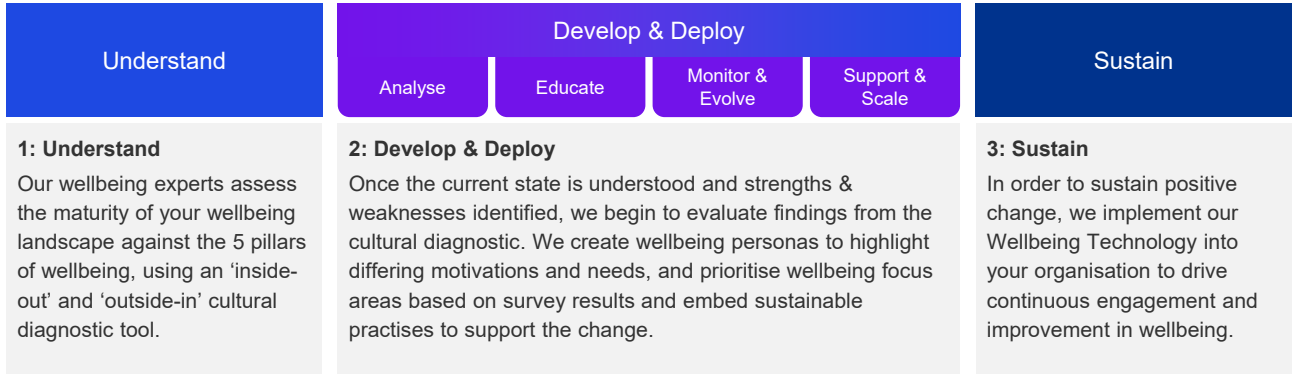
Tailor your wellbeing portfolio to have the right services in place. Ensure your employees have the right support at the right time.

Optimise Wellbeing Spend

Understand how your existing services are performing. Have the data to rationalise services, renegotiate contracts and source wellbeing gaps.

How KPMG Can Help

KPMG's wellbeing methodology draws on our rich People Consulting experience across workforce transformation, behavioural & cultural change management, and employee experience. The methodology is split into the three phases, Understand, Develop & Deploy and Sustain:



Understand

Respondent demographics and characteristics...

- 36 survey responses
- 83% have accessed wellbeing offerings
- 10% have accessed wellbeing offerings in the last 3 months
- 11% have accessed wellbeing offerings in the last 3 months
- 70% have accessed wellbeing offerings in the last 3 months

The managers role in employee wellbeing...

- Performance Managers: 70% of respondents reported to discuss their wellbeing with their managers
- Engagement Managers: 65% of respondents reported to discuss their wellbeing with their managers
- KPMG Leadership Team: 60% of respondents reported to discuss their wellbeing with their managers

The large majority feel well-supported and valued...

- 92% feel supported and valued
- 94% feel supported and valued
- 86% feel supported and valued
- 33% feel supported and valued

Develop & Deploy

5 Pillars of Wellbeing

- Money**
Financial Wellbeing
- Moments**
Connections & Community
- Mind**
Mental health
- Movement**
Physical health
- Motivation**
Personal Development

Evaluate an organisation

Analyse an organisation's current wellbeing offering and unique cultural challenges

Build wellbeing practice awareness

Advise what best practice looks like using the identified current needs of the organisation and external trends



Set up for sustainable growth

Continually support the organisation to embed new wellbeing practices & processes on their dynamic wellbeing journey

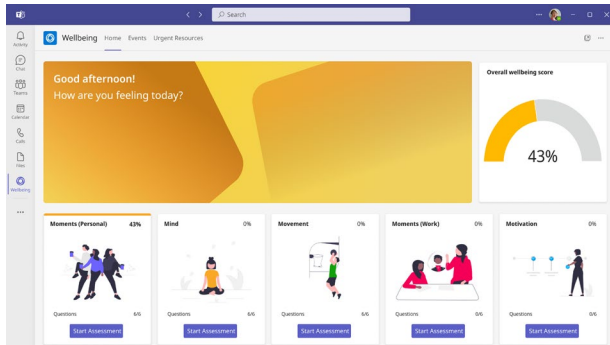
Maintain relevance & continuously innovate

On-the-ground support to drive the implementation of a bespoke wellbeing plan, owned by the organisation / wellbeing ambassadors

How KPMG Can Help

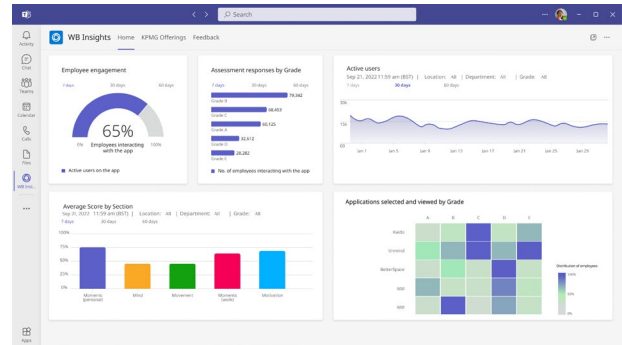
Sustain

KPMG have developed the blueprints for wellbeing software to integrate into your organisation's collaboration platform. The application improves employee awareness & participation in wellbeing initiatives and allows HR Leaders to better spend money on effective wellbeing services.



Employees

- Improves employees awareness of the wellbeing services available to them.
- Suggests services to employees based on their individual circumstances. Aligned to our '5M Methodology'



HR Leaders

- Allows HR Leads to see how the different areas of their organisation are feeling in real time.
- Gives HR insights into the most effective wellbeing services being offered to employees. (ROI, usage, effectiveness, user satisfaction)

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