

## WORKPLACE HEALTH & WELLBEING: SHAPING THE FUTURE

**8.30 - 9.30** REGISTRATION / COFFEE  
**9.30 - 9.35** WELCOME ADDRESS

**9.35 - 11.00** SESSION 1 (Plenary)

**Talking to finance: building a compelling case to demonstrate that health and wellbeing solutions are worth investing in**

- Presentation from a corporate doctor about the empirical evidence on how health and wellbeing solutions help an employer's bottom line
- What occupational interventions are most effective, and how to use insurances effectively

**PANEL DISCUSSION: Connecting with finance: talking the talk**

- What proof exists and how HR professionals can effectively present evidence to management about the value of their benefits spend
- Ways to calculate the ROI on healthcare strategies
- How to rebroke insurance products effectively
- Which health products have the greatest impact on employee health
- How to get employees engaged in their own health
- The impact of flexible working, management practices and company culture
- Understanding how commissions work

### EMPLOYEE BENEFITS STREAM

**11.00 - 11.25** MORNING COFFEE  
**11.25 - 12.00** SESSION 2

**The new world order of rehabilitation: how the Welfare Reform Act and fit note will change absence management programmes**

- What the Welfare Reform Act means for employers
- How to adapt to a fit note culture
- Current thinking on rehabilitation and group risk insurances
- Ways to reduce long term absence
- Are some sectors or employers simply more susceptible to absences (eg due to demographic profile)

**12.00 - 12.35** SESSION 3

**Maximise the interaction of healthcare products with broader benefits strategies: The role of group risk insurance in a DC pension world**

- The role of group risk insurance in a DC pension world
- Which delivery method is best for each product: flexible benefits, core benefits, voluntary benefits
- How to engage staff in health benefits - using online services, fairs and onsite occupational staff

**12.35 - 13.10** SESSION 4

**Building a culture of health to drive employee engagement**

- Implementing a new programme in your organization
- Getting business buy-in for new initiatives
- Measuring the results
- The cost of doing nothing: the legal and productivity dangers are ignoring wellbeing issues
- Tackling stress and mental health issues in the workplace

**13.10 - 14.15** LUNCH

**14.15 - 14.50** SESSION 5

**How to select the most effective health and wellbeing products and services for your organisation**

- Reviewing and assessing what you currently offer
- Identifying your needs – short and long term absences, stress levels, musculo-skeletal incidents, impact of employees' personal life
- What are the products and services you could consider; how much do they cost and how effective is each?

**14.50 - 15.25** SESSION 6

**PANEL DISCUSSION: Keeping a cap on costs: Tackling premium rises, claims management history and provider commissions**

- Understanding what determines premiums
- Tactics to bring down premium costs
- Ways to keep your claims under control
- Understanding how your broker and consultant are paid
- The pros and cons of commissions (client-paid and provider-paid)
- How do you show an ROI for your initiatives

**15.20 - 15.50** AFTERNOON TEA

**15.50 - 17.00** SESSION 7 (Closing plenary)

**Getting Britain working better: the government's role**

- Why the Government should take steps to foster the biopsychosocial model of a good work culture
- Taking the Black review forward. What will Fit for Work achieve and how will that interface with private sector solutions?
- How do government occupational health solutions compare with those in the private sector?
- What is government doing and what more can it do to incentivise employers to look after their employees?
- What are the political parties promising for the next parliament?

**17.00** DRINKS RECEPTION

PROGRAMME SUBJECT TO CHANGE

### CORPORATE ADVISER STREAM

**11.00 - 11.15** MORNING COFFEE  
**11.15 - 11.50** SESSION 2

**The case for health and wellbeing - the adviser's perspective**

- What can be achieved and how long will it take?
- Evidencing the benefits for businesses' bottom line
- Demonstrating return on investment
- Winning over the finance director – how advisers can help benefit managers present their case

**11.50 - 12.25** SESSION 3

**Stress and mental health - coping with a national epidemic**

- The latest developments in stress management
- Coping with the effects of the downturn
- How stress and mental health issues can put businesses at a disadvantage
- Getting management on board
- Demonstrating the value of early engagement in terms of lower premiums and higher efficiency

**12.25 - 13.00** SESSION 4

**PMI and group risk - bridging the divide**

- Do employers want to deal with two different sectors for healthcare and risk solutions? If not, how can the historic differences between the two be broken down
- Do insurers with composite offerings necessarily offer a better deal?
- Can individual advisers be expert in both PMI and group risk?
- Where can product and advice synergies be achieved?

**13.00 - 14.10** LUNCH

**14.10 - 14.45** SESSION 5

**Should 'good work' matter to advisers**

- Why advisers should embrace the latest thinking on 'good work' and occupational health
- Good work in practice
- The costs of doing nothing: how employers can be exposed to legal proceedings if they ignore workers' wellbeing

**14.45 - 15.20** SESSION 6

PANEL DISCUSSION: SHOULD 'GOOD WORK' MATTER? Q&A

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