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# HEALTH AND WELLBEING PROGRAM

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July 2023

# Health and Wellbeing Program

We believe an increased focus on health and wellbeing brings positive change to how our firm works and how we feel every day.

Health is closely linked to happiness. As a firm, we have put in place activities and processes to assist our staff to stay mentally and physically healthy. A healthy team member is therefore likely to be more engaged in their work, take less sick leave and have greater levels of energy and concentration.

## What We Offer:

### Wellbeing Assessment\*



The firm will utilise Barrett's Wellbeing Survey to better understand staff priorities and concerns around wellbeing, to better lead to positive employee outcomes. The survey data will be shared with staff and facilitated by John Poulsen (People Passion Performance), to ensure the firm improves upon any areas identified for improvement. The survey also provides Pragma with measurable wellbeing data.

### Mentoring and Coaching Sessions



Regular mentoring and coaching sessions with John Poulsen who draws on his 30+ years experience as a lawyer to assist our staff to grow and develop personally and professionally.

### Pragma Gym\*



Access to an on-premise 'Pragma Gym' before, during and after work hours. Coaching sessions with a personal trainer to use the Pragma Gym is also in place to ensure staff feel comfortable with using the gym equipment.

### Local Partnerships\*



The firm will be arranging group classes and possible corporate discount partnerships (TBA) at local fitness and health providers, including Rumble Boxing, KX Pilates and more!

## Our Goals

- To build a workplace environment that supports healthy lifestyle choices.
- To increase awareness of health and wellbeing issues and healthy lifestyle behaviours.
- To facilitate and arrange opportunities for our permanent staff's active participation in a range of initiatives that support our staff's health and wellbeing needs.

### Walking Meetings



Walking Meetings are encouraged for internal staff meetings to promote being active during the work day.

### Check-Ins with Staff



Regular 'check-ins' with staff on their work anniversaries are held to ensure staff are enjoying their time at the firm and weekly individual coffee catch ups with management and individual staff also take place.

### Monthly Massages\*



Monthly 20 minute head, neck and shoulder massages are provided to staff on the first Monday of every month to assist with their physical and mental wellbeing.

# What We Offer

## Wellness Allowance



A pro-rata annual \$300 'wellness allowance' for staff to put towards a wellbeing activity of choice through reimbursement to the employee. Approved activities include:

- Gym membership;
- Access to psychology, nutrition or general health medical services; and
- External exercise classes (yoga/pilates).

## Flexibility and Part-Time Arrangements



We acknowledge that the flexibility that working from home (WFH) provides can assist wellbeing when needed. WFH arrangements can be requested if required, as all staff are set up to do so, as well as part-time working arrangements which enables several of our staff members to balance family and other priorities.

## Fresh Fruit and Veggie Deliveries



Fresh fruit and veggie deliveries are available every day in the Staff Hub to promote healthy nutritional choices.

## Employee Assistance Program



Access to psychology support services through Clear Health Psychology (Ph: 6424 8177), to assist with both personal and work-related issues. Services are on a strictly confidential basis (attendees names are not shared with the employer) and can be accessed face-to-face, over the phone or by video conferencing.

## Social Committee



The Social Committee plan social and team building events with the wider team's input and contribution, ensuring a fun team building event is planned in each quarter (with partners of staff also welcomed)!

## 8 Week Challenge!



Participation open to all staff members for the biannual '8 Week Challenge' (8WC) which includes:

- Body composition assessment (before and after the challenge);
- Measurement of step count, nutrition, distress minutes and sleep;
- Weekly fitness sessions as a team; and
- Regular health focus wellness topics and reminders throughout the challenge, which include topics on the importance of physical activity, mindfulness and nutrition.

## Sports Activities\*



The firm participates in events including the HBF Run for a Reason, running clubs, combined sports teams and team sport activities throughout the year.

## Mental Health Initiatives\*



Firm-wide activities are held to support mental health, including Bring Your Dog to Work Day, supporting worthwhile causes (e.g. Lifeline, Zero2Hero), and providing access to resources such as guided meditation sessions (twice a year) and computer software which promotes a healthy work life balance including through automated 'wellness reminders'.

The firm also has two accredited Mental Health First Aid Officers to assist our staff in times of need.

## Meal Allowances\*



From time to time, the firm accepts that on occasion staff may need to work late. On those occasions, if working after 7pm, an individual allowance of \$25 is provided for dinner (as an expense reimbursement).

**\*New initiative/s as revised from previous H&W Program**



