



LifeWorks

by Morneau Shepell

AON



Protect your business with professional support for employees' mental, social, physical and financial wellbeing

The rising cost of mental illness – is your business prepared?

No workplace is immune to the risk of work stress and mental health problems, which are expected to rise¹ as the impacts of COVID-19 are creating new challenges for employees and making pre-existing conditions² worse.

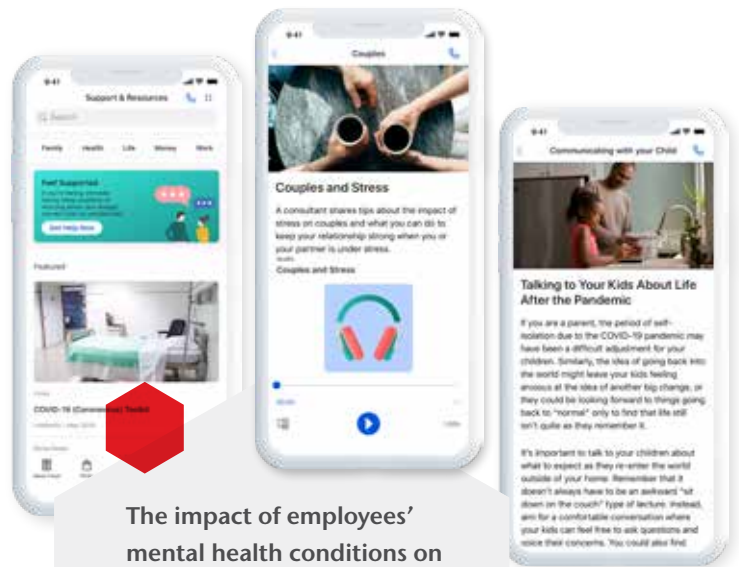
Even before the pandemic, mental health problems were costing Australian businesses more than \$10 billion each year in lost productivity, reduced employee participation and workers compensation claims³. Higher insurance premiums could also add to these costs if your business is faced with a psychological injury claim.

Business leaders have certain duties under work health and safety laws to eliminate or minimise risks to workers' health. So, if you don't take steps to minimise risk, your workplace could contribute to the development or deterioration of stress, depression and anxiety.

Protecting your greatest asset – employees

The health of your business is highly dependent on the wellbeing of employees. However, while mental illness is treatable, Australian government data show that around two thirds of people with a mental illness do not seek any treatment⁵.

Furthermore, few businesses can effectively support employee wellbeing without the assistance of a specialist provider.



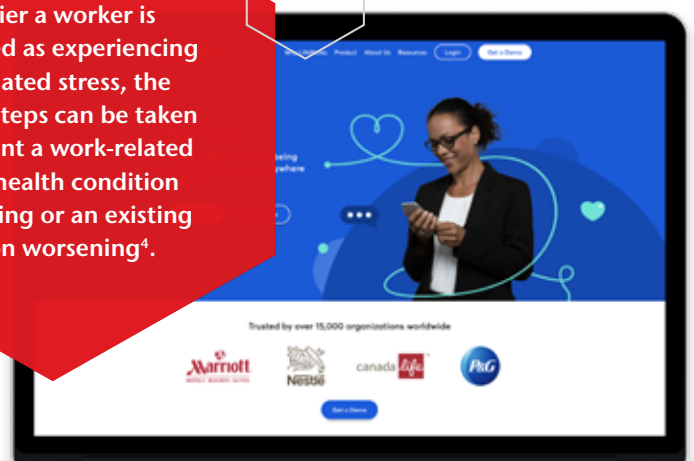
The impact of employees' mental health conditions on productivity, participation and compensation claims has been estimated to cost Australian businesses more than \$10 billion per year³

That's why LifeWorks and Aon have come together to provide an exclusive deal with preferential rates that can help you provide employees and their families with a counselling and support program to optimise mental, social, physical and financial wellbeing.

LifeWorks can help to remove the barriers that prevent employees from seeking support, all at the click of a button. With mobile phone-based technology, LifeWorks offers ongoing pro-active support, not just in times of crisis, so employees don't hesitate to get help when they need it.

Trusted by 35 million people in 180 countries⁶, LifeWorks has more than 800 clinicians throughout Australia, making the provision of a quality employee assistance program possible for any business, regardless of its size or location.

The earlier a worker is identified as experiencing work-related stress, the sooner steps can be taken to prevent a work-related mental health condition developing or an existing condition worsening⁴.



Prevention and cure – a personalised wellbeing platform

In addition to professional counselling, LifeWorks offers wellbeing content that employees can personalise to their unique goals and interests. Employees can choose when to receive ‘bite-sized’ content on their phone, that only takes minutes to read.

From senior leaders to remote workers, shift workers and casual employees, LifeWorks gives everyone the chance to develop self-care skills and build resilience at their own pace.

When business leaders prioritise wellbeing, employees can feel recognised and regain a sense of control.

This can boost motivation, unlock creativity and can help make employees less inclined to take the worker’s compensation route should injuries arise.

Claims involving mental health conditions are usually associated with an above average time off work and higher than average claim costs⁴.

What’s included?

- **Counselling** from a qualified clinician for employees and their family members, in-person or by phone. Up to six sessions per person, per issue, with unlimited issues allowed per year.
- **Emotional support** for anxiety, depression, stress management, bereavement, personal relationship issues, addictive behaviours, anger management and sleep disturbances.
- **Practical, everyday support** including legal services, financial and debt support, nutritional and weight management advice, and support for education, relocation, parenting, midlife and retirement, career, and other everyday issues.
- **Management support** for managing employees (suicide and depression, workplace-aggression/bullying, sexual harassment), employee referrals, employee performance, referrals, manager personal growth (training, stress/absence management, appraisals) and workplace safety.
- **Company newsfeed** to help everyone stay connected, enabling management and employees to share news, company announcements and latest achievements.
- **Retail perks and discounts** for employees.
- **Total Wellbeing Index (TWI)**, a tool to help employees monitor their own progress.
- **Behavioural and psychometric tests** to help employees understand their strengths and improvement opportunities in multiple wellbeing areas.
- **Virtual fitness classes** powered by LIFT, an app that makes working out fun and efficient.
- **Wellbeing tools and content** delivered to employees’ mobile device, based on their preferred topics and communication frequency.



Taking care of your business

LifeWorks can help you focus on day-to-day operations, knowing your employees have professional support from an award-winning, global network of wellbeing experts. These professionals can assist with a wide range of work and personal issues, from anxiety, depression, stress, addiction, bereavement and sleep disturbances, through to practical, everyday support, including financial counselling and advice on parenting, nutrition and legal matters. Let LifeWorks help deal with employees' personal problems, so you don't need to.

Management support is also available to help you look after you – and your business. For example, LifeWorks can help guide you to effectively manage changes in the workplace, stress, workload, and people issues such as bullying, sexual harassment, suicide and depression concerns.

The LifeWorks newsfeed keeps employees connected and informed about company announcements, whether they're in the office, at home or visiting clients. Employees are also empowered to share updates, which helps to maintain healthy working relationships.

Better still, your employees will receive perks and savings from major retailers to stretch their hard-earned dollars further. These benefits can help to lift the mood in difficult or busy periods by demonstrating to employees that you recognise and appreciate them.

Start protecting your business and employees today.

Learn more

aon.com.au/lifeworks

Footnotes

1. Australian Government, Department of Health: Health Direct website healthdirect.gov.au/mental-illness
2. Workplace Safety Futures: The impact of emerging technologies on work health and safety over the next 20 years, CSIRO 2018
3. Creating a mentally healthy workplace: Return on investment analysis, PwC, 2014. headsap.org.au/docs/default-source/resources/beyondblue_workplacero_finalreport_may-2014.pdf
4. Safe Work Australia: Snapshot of claims for mental health conditions safeworkaustralia.gov.au/topic/mental-health#snapshot-of-claims-for-mental-health
5. Australian Government, Department of Health: Health Direct website healthdirect.gov.au/mental-illness
6. www.lifeworks.com/au/
7. An app designed to help employees reach their fitness goals lifeworks-global.liftsession.com/#/

About LifeWorks

LifeWorks by Morneau Shepell is a unified Total Employee Wellbeing solution that features an evolved Employee Assistance Program, communications and community feed, perks and savings, rewards and recognition, and a wellness program. Its mobile-first user experience and anytime, anywhere support services help improve employee wellness and increase productivity. The LifeWorks solution brings together the best user experience and clinical support to help people worldwide achieve complete mental, physical, social and financial wellbeing. LifeWorks by Morneau Shepell supports more than 37 million lives across 15,000 organisations around the world. For more information, visit lifeworks.com.

About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.