



Corporate Health & Wellness Survey

Uses of the Survey:

The purpose of the survey should be seen not as a one-size-fits-all list of prescriptions, but as a flexible comprehensive list of key areas and sub-areas where policy interventions might be useful for employment policy, with the precise policy mix to be prioritised, sequenced and adapted to the specifications of each particular company, taking into account the conditions of the company, its resource and structural constraints.

The results of this survey will provide the base line information on the current status quo within the SSETA member companies.

Please indicate if you have any of the following programs/insurance benefits in place or planned for next year for your employees

	Utilised	In Place	Planned	Not planned for
1. Absenteeism				
• Analysis	1	2	3	4
• Remedial Actions	1	2	3	4
• Sick Leave	1	2	3	4
2. BCEA compliance	1	2	3	4
3. Body Fat Testing	1	2	3	4
4. Climate Survey	1	2	3	4
5. Disability:				
• Assistive Devices	1	2	3	4
• Disability insurance	1	2	3	4
• Flexibility	1	2	3	4
• Ratio % disabled of entire workforce	1	2	3	4
• Sensitisation	1	2	3	4
6. Disaster Management	1	2	3	4
7. Depression and anxiety	1	2	3	4
8. Dread & Chronic Diseases:				
• Dread Disease Insurance	1	2	3	4
• Dread Disease policy for retention of staff	1	2	3	4
9. Educational Programs:				
• a) Back Safety	1	2	3	4
• b) Cancer Prevention	1	2	3	4
• c) Cholesterol Reduction	1	2	3	4
• d) Heart Disease Prevention	1	2	3	4
• e) Home Safety	1	2	3	4
• f) Personal Development Plan	1	2	3	4
• g) Stroke Prevention Programs	1	2	3	4
• h) Substance Abuse	1	2	3	4
• i) Headache Prevention & Treatment	1	2	3	4
• j) Cold / Flu Prevention & Treatment	1	2	3	4
10. Employee Assistance Programs:				
• a) Depression Treatment	1	2	3	4
• b) Financial Management	1	2	3	4
• c) Job Stress Management	1	2	3	4
• d) Accepting Change	1	2	3	4
• e) Parenting Difficulties	1	2	3	4
• f) Managing Chronic Health Conditions (e.g. diabetes, hypertension)	1	2	3	4
• g) Managing Chronic Pain (e.g. neck & shoulder injuries, back injuries, ...)	1	2	3	4

• h) Controlling Anger / Emotions	1	2	3	4
• l) Ergonomics	1	2	3	4
11. Environmental Health, climate change and green jobs *	1	2	3	4
12. Fitness Programs:				
• a) Corporate Fitness Membership Rates	1	2	3	4
• b) Exercise Tolerance (STRESS) Testing	1	2	3	4
• c) On-Site, Low-impact Exercise Equipment	1	2	3	4
• d) Prescribed Exercise Programs	1	2	3	4
• e) Stretching Programs	1	2	3	4
• f) Walk-Fit Programs	1	2	3	4
13. Flexitime policy	1	2	3	4
14. IIP Standard	1	2	3	4
15. Immunisation Programs:				
• a) Flu Injection	1	2	3	4
• b) Tetanus Injections	1	2	3	4
• c) Hepatitis 'B' Vaccine	1	2	3	4
16. HR Policies and procedures including grievance and disciplinary	1	2	3	4
17. ISO 1400 Standard **	1	2	3	4
18. Morals and Ethics	1	2	3	4
19. Nutrition Education Programs:				
• a) Healthy Cooking (meals / snacks)	1	2	3	4
• b) Healthy Eating (do's & don'ts)	1	2	3	4
• c) Weight Management Programs (diet & exercise)	1	2	3	4
• d) Onsite Vending Machines with Healthy Choices	1	2	3	4
20. OHS Certificate and plans ***	1	2	3	4
21. Peoples' Holistic Needs	1	2	3	4
22. Policies for Boarding staff	1	2	3	4
23. Primary Health care for staff without medical aid / insurance	1	2	3	4
24. Screening Programs				
• a) Blood Pressure Checks	1	2	3	4
• b) Blood Sugar (diabetes)	1	2	3	4
• c) Cholesterol Levels	1	2	3	4
• d) Multiphasic Blood Screenings	1	2	3	4
• e) Cardiovascular (EKG's)	1	2	3	4
• f) Colon / Rectal (cancer)	1	2	3	4
• g) Prostate Checks (PSA)	1	2	3	4
• h) Stool Checks (bowels)	1	2	3	4
• i) Mammograms	1	2	3	4
• j) Vision checks etc	1	2	3	4
• k) Other...Specify	1	2	3	4
25. Self-Help / Self-Care	1	2	3	4
26. Self Actualisation	1	2	3	4
27. Smoking Cessation Programs	1	2	3	4
28. Staff Call Centre	1	2	3	4
29. Stress Reduction Programs	1	2	3	4
30. Time Management Programs	1	2	3	4
31. Visiting On-site Healthcare Nurse	1	2	3	4
32. Workforce violence	1	2	3	4
33. Work life balance	1	2	3	4
TOTAL				

Comments:

Eligibility for 4th Star status will be measured on a graduated scale, as shown in the standard.

Statuses which could be awarded are a bronze 4th Star.

Statuses which could be awarded are a silver 4th Star.

Statuses which could be awarded are a gold 4th Star

Statuses which could be awarded are a platinum 4th Star

* Details on this aspect can be found in the Services SETA Occupational Health and Safety (OHS) Toolkit – Chapter 8 Section 1,2,3,4.

**Details on this aspect can be found in the Services SETA Occupational Health and Safety (OHS) Toolkit – Chapter 8 Section 5.

*** Details on this aspect can be found in the Services SETA Occupational Health and Safety (OHS) Toolkit – Chapters 1, 2 & 3.

Details on Basic Conditions of Employment Act, Employment equity can be found in Star 1.

Details on IIP or equivalent people standard are contained in Star 2.

Details in respect of the Quality Management System, ISO or equivalent are contained in Star 2.

