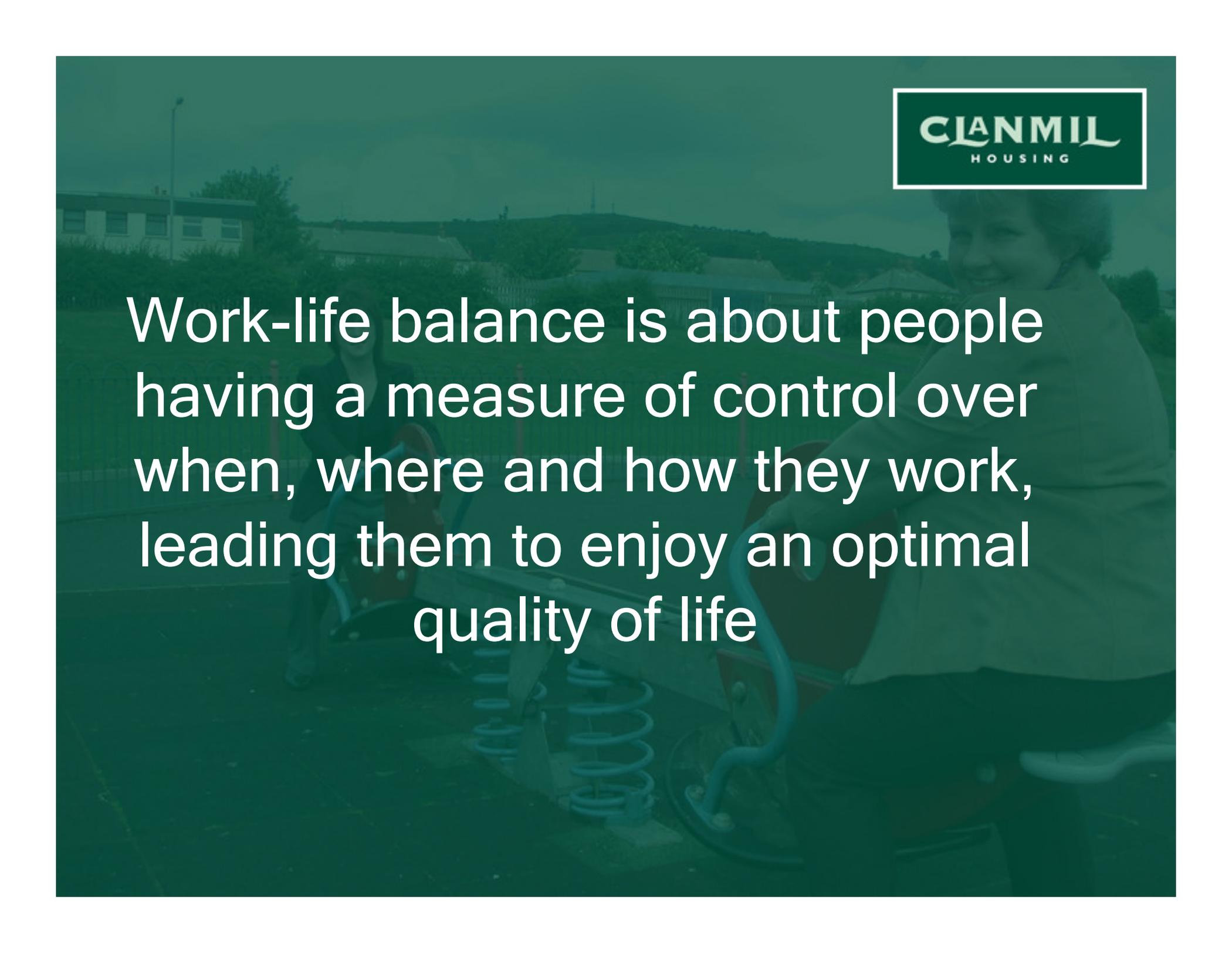




**Work-life
Balance - an
innovative and
vibrant
approach!**

Who are Clanmil Housing?



The background of the slide is a photograph of an elderly woman with short, curly hair, smiling and sitting on a wheelchair. She is wearing a light-colored, long-sleeved top. The wheelchair has large, blue handrails and a large, blue spring. The background shows a residential area with houses and a hillside under a clear sky. The entire image is overlaid with a semi-transparent green filter.

Work-life balance is about people having a measure of control over when, where and how they work, leading them to enjoy an optimal quality of life

Why should business care?

- Increased productivity
- Improved recruitment and selection
- Lower rates of absenteeism
- Reduced overheads
- More motivated and equitable workforce

What were the drivers?

- Employer of Choice – retention/potential staff
- Complete benefits package – focus not on the salary

The Clanmil Process

- Staff survey
- Survey review
- Consultation
- Implementation of pilot
- Review – ongoing.....

The Clanmil Package

CLANMIL
HOUSING

- Birthday leave
- HEALTHcare
- Flexible working
- Annual leave
- Buying and selling leave
- City Centre Weighting
- Career Break
- Recognition for achievements
- Pension scheme
- Dependant's leave
- Wedding leave
- Term-time working
- Recognition of long service (5, 10, 15 & 20 years)
- Job share
- Bereavement leave
- Extended carers' leave

Social Events

CLANMIL
HOUSING



Policies



Fit in **body** Fit in **mind**

CLANMIL
HOUSING

‘Health and Wellbeing’



Health and Wellbeing

CLANMIL
HOUSING

- Lifestyle assessments
- Weekly health bulletins
- Drugs and solvent abuse
- Stress audits
- Healthcare provision
- Exercise
- Managing money
- Massages
- Nutrition
- Wellness programme
- Our tenants!

Fit in **body** Fit in **mind**

CLANMIL
HOUSING

Heart of the Matter

Fact - one in six men will die as a result of heart related disease.

Fact - one in five women will die as result of heart related disease.

Fact – regular exercise reduces the chances of dying through heart related disease by as much as 50%!!! Try to take some form of exercise at least 30 minutes each day.

Health and Wellbeing

CLANMIL
HOUSING



What were the outcomes?

- Labour turnover – decrease at head office (64%) – overall/ 2012/13 = 10% (sickness = 2%)
- Decrease in Recruitment and Selection costs
- 20% reduction in staff poor morale rating
- Reduction in the number of staff having to balance work and family life

Work life balance –
a 'win win' situation for
employee and employer!

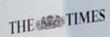
The Working Families Employer Awards 2006

Sponsored by



invent

Official Media Partner



Also sponsored by



working families
change we live



By live and work

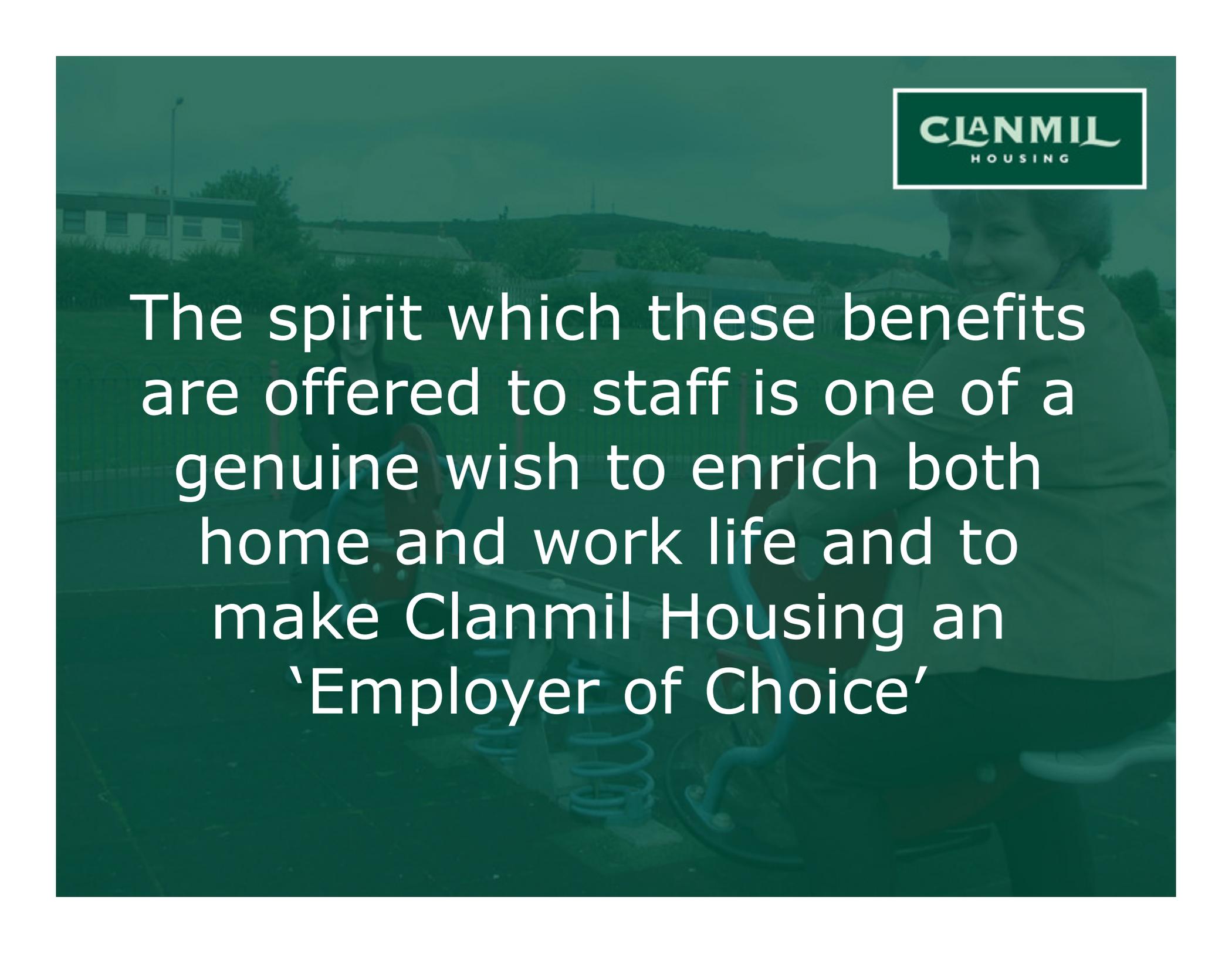
253 7243
families.org.uk



THE IRISH NEWS WORKPLACE & EMPLOYMENT AWARDS





The background of the slide is a photograph of a woman with short, curly hair, wearing a light-colored top, sitting in a wheelchair. She is smiling and looking towards the right. The image is overlaid with a semi-transparent dark green filter. In the background, there are residential buildings and a hillside under a clear sky.

The spirit which these benefits
are offered to staff is one of a
genuine wish to enrich both
home and work life and to
make Clanmil Housing an
'Employer of Choice'