

Wellness and Benefits: The New Reality



BENEFITS AND PENSION SUMMIT

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Insurance

Life • Health • Retirement

A large white sign with the LinkedIn logo is positioned in the foreground on the left. The background features a modern glass skyscraper with a grid-like facade, reflecting the sky and surrounding environment. The overall scene is brightly lit, suggesting a clear day.

LinkedIn

“

*We are living through
a moment of change
unlike anything we've
seen before in the
history of work*

– Ryan Roslansky, CEO of LinkedIn

Mental health

- **35%** of Canadians are exhausted
- **1 in 3** workers report mental health problems

Physical health

- **700,000** surgeries/procedures delayed
- Unhealthy lifestyles
- Lack of exercise

Financial health

- **1 in 2** Canadians are worried
- The no. 1 source of stress for **38%** of Canadians





1. Disability

- Cases up **9%**
- + **17%** for mental health reasons

2. The Great Resignation

- **20%** of Canadian workers seeking new work
- **2 out of 3** considering quitting

3. Labour shortages

- **55%** of entrepreneurs having difficulty recruiting

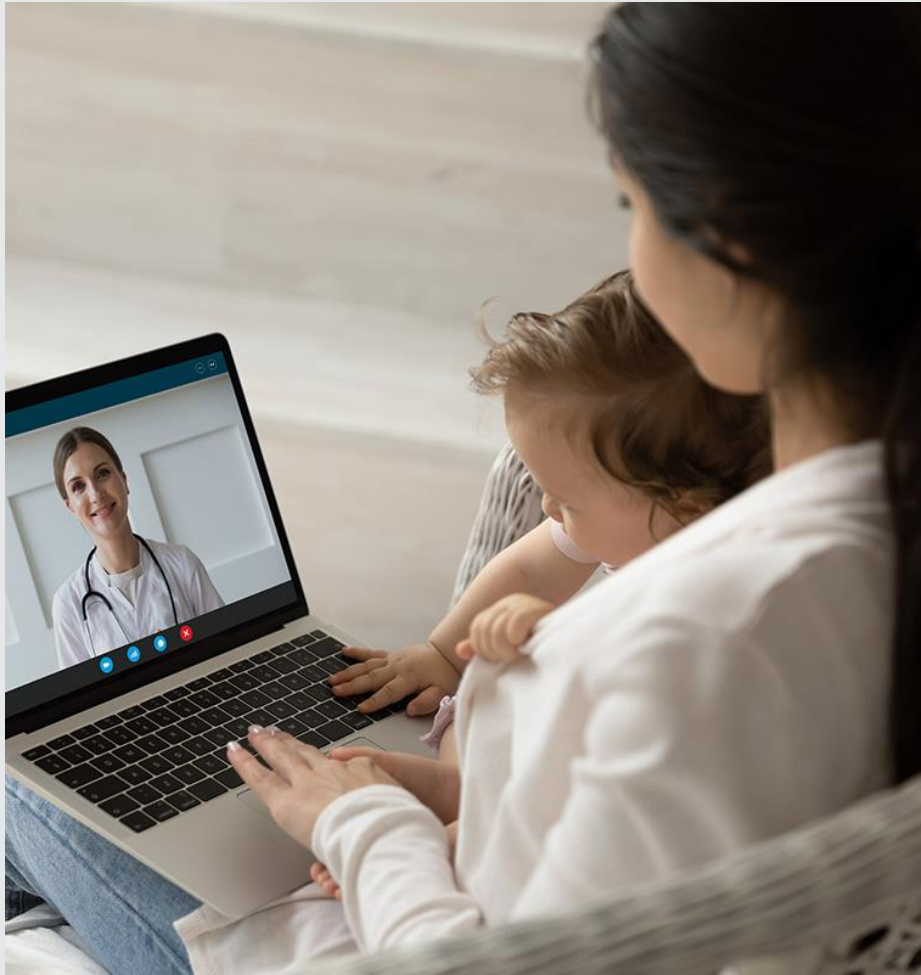
The Great Resignation The Great Transformation



Group insurance is as popular as ever

- More valuable than public health care for **1/3** of members
- One of the main reasons to keep a job for **71%**





The new basis of group insurance

- Virtual health care
- Health spending account/wellness account
- Increased maximum coverage for mental health services: \$2,000 to \$3,000

Discuss benefits

When choosing a plan

- An **83%** gap between what employees want and what they have
- **33 to 59%** unhappy with health and wellness support provided

Once the plan is in place

- **60%** don't make use of existing mental health resources



“

Employers consistently underestimate financial well-being stressors, while employees see it as a priority.





A new generation of retirement savings plans

- More than just savings
- Training and education
- Financial advisor services included

1

New benefits

Changing work arrangements

- Mental health days
- 4 to 6 weeks off
- 4-day work week
- No overtime



2

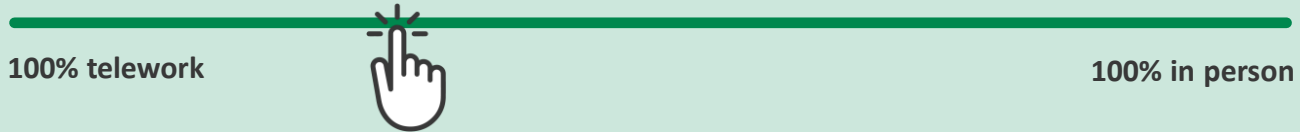
New benefits

Flexibility

- More important than career progression for **55%** of employees
- Most important tool in supporting mental health for **33%**
- **3 out of 4** favour hybrid work
- **25%** willing to earn less to be able to work from home



Turning a necessity (telework) into a benefit: the right equation



3

New benefits

Across-the-board creativity

- Digital nomads
- Outdoor shared workspace
- Sponsored emergency fund for women
- Menopause policy



- Pet insurance
- Pet-sitting service



Prioritize rather than saturate



2022 Goal: A strategy

Comprehensive health strategy



**Financial
Health**



**Physical
health**



Mental health



**Social
health**



**Environmental
health**

A safe and healthy work environment





1

Corporate culture

- Caring in action
- Restoring meaning to the purpose of work
- Commitment from senior management and managers

EDI

A priority for **70%** of leaders vs. a reality for **15%** of employees



2

Management practices

- Reorganize work to reduce anxiety
- Empower employees to do their work
- The right to disconnect



3

Communication

- One of the best retention strategies for **50%** of employers
- **44%** still use old-fashioned communication methods





**Working conditions
are the new benefits**



**Healthy employees
in a healthy
organization**

Questions?



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