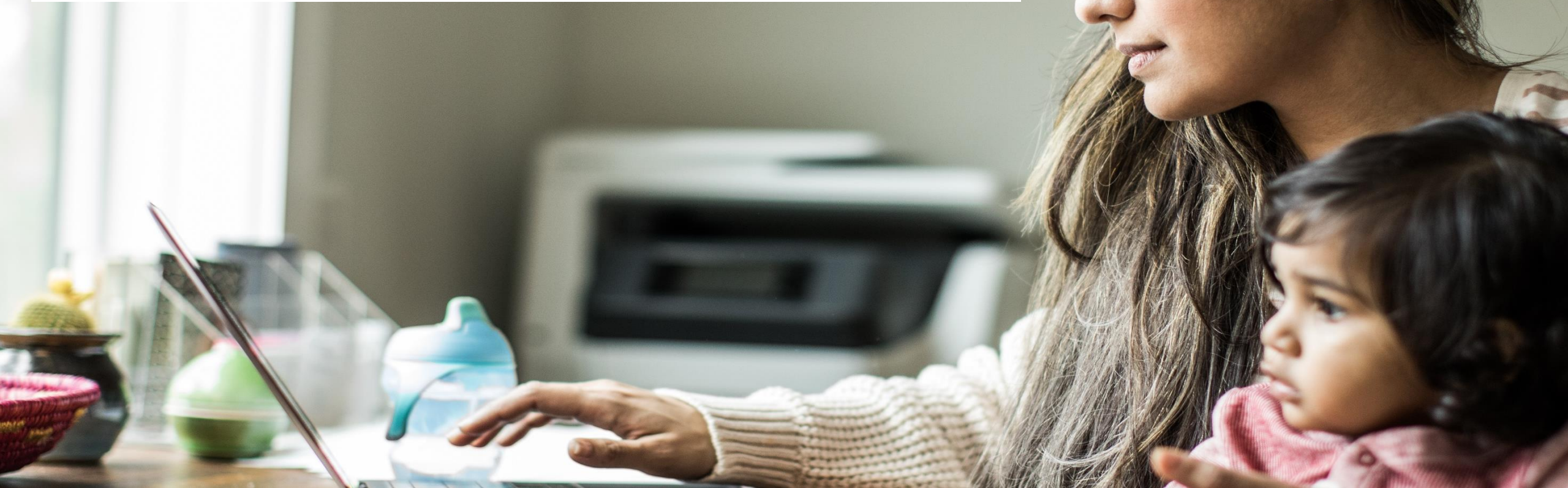


Restoring stability: A deeper dive into health and wellbeing

9th July, 2020



Just a few reminders



The audio will stream through your computer speakers. Please make sure your computer speakers are on and your console is unmuted. Use the sound button found on the lower right-hand corner of your screen to adjust your volume.



Questions can be asked through the green Q&A button on the lower left-hand corner of the screen. We will be taking questions throughout the session and there will be some time after the presentation for Q&A.



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A recording link and copy of the presentation will be shared via email.

Today's presenters



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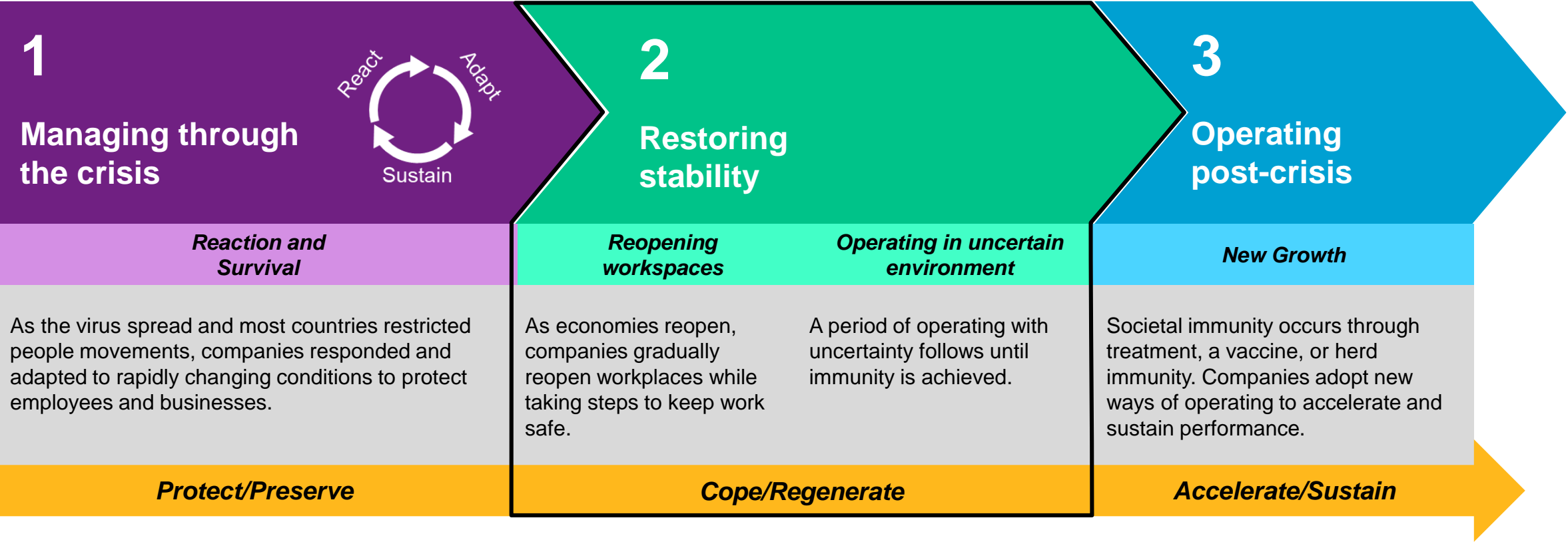
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The journey

Key stages of action

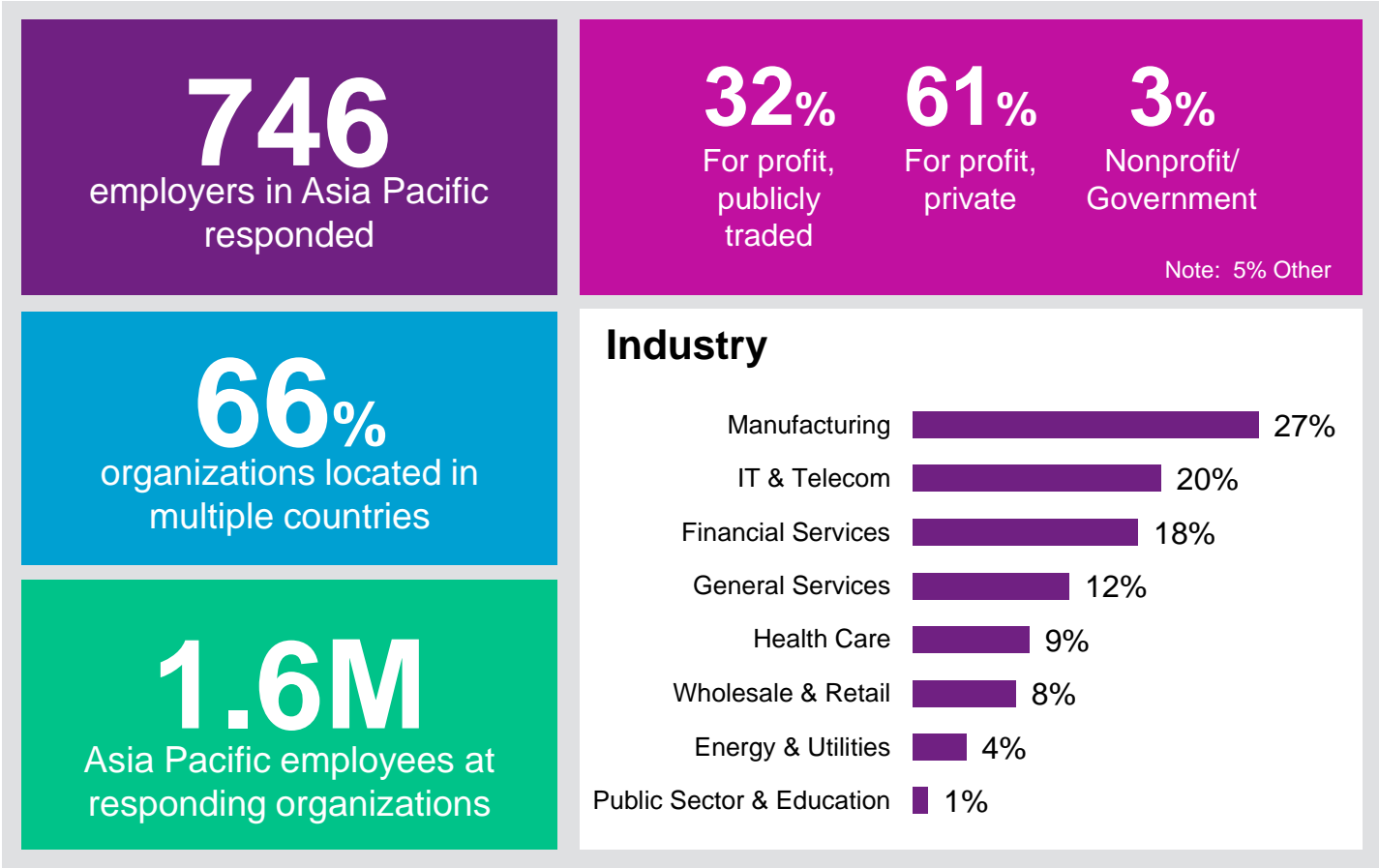
Today's focus





Business impact

About the survey (Asia Pacific)

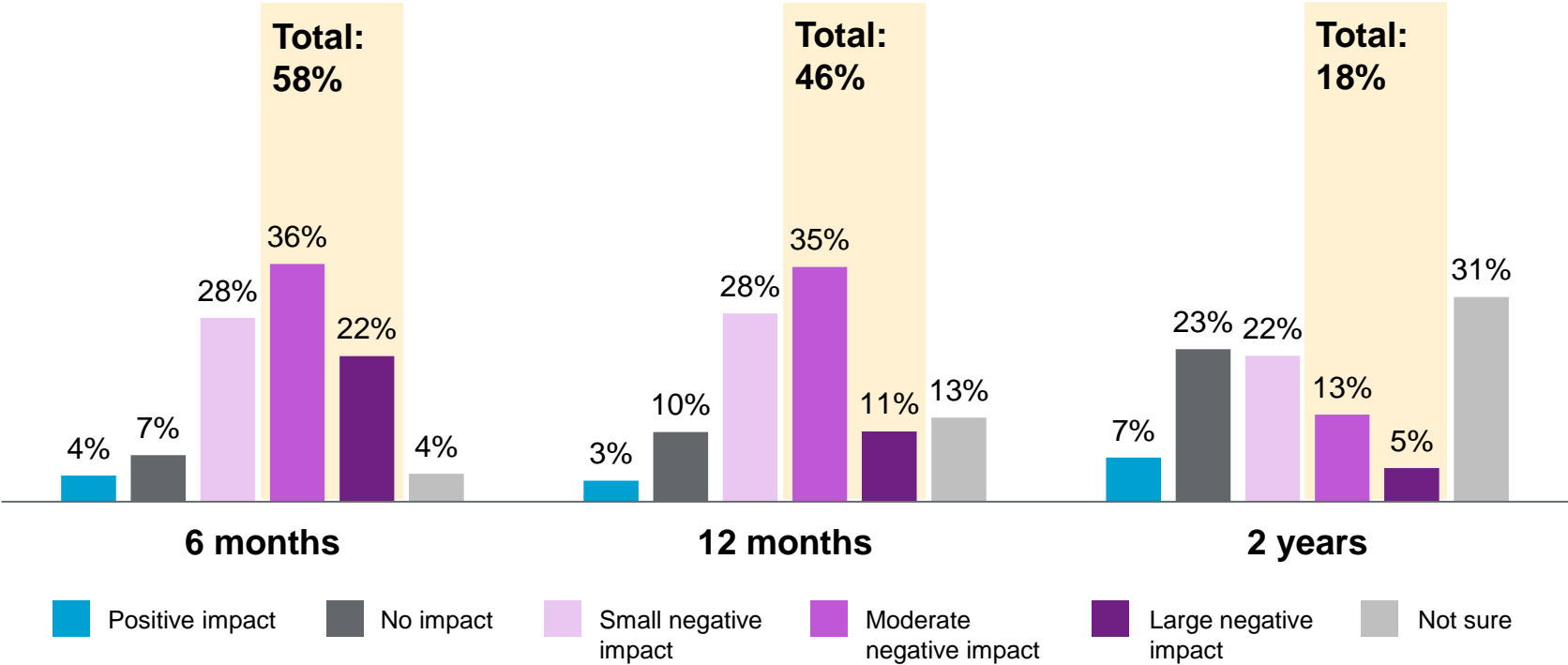


Note: Responses are based on benefits programs in Asia Pacific. Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Around half of employers think COVID-19 will have a moderate to large negative impact on their business in the next year

More than 3 in 10 employers are uncertain about what to expect in two years

What impact will COVID-19 have on your business results over the next six months? 12 months? Two years?

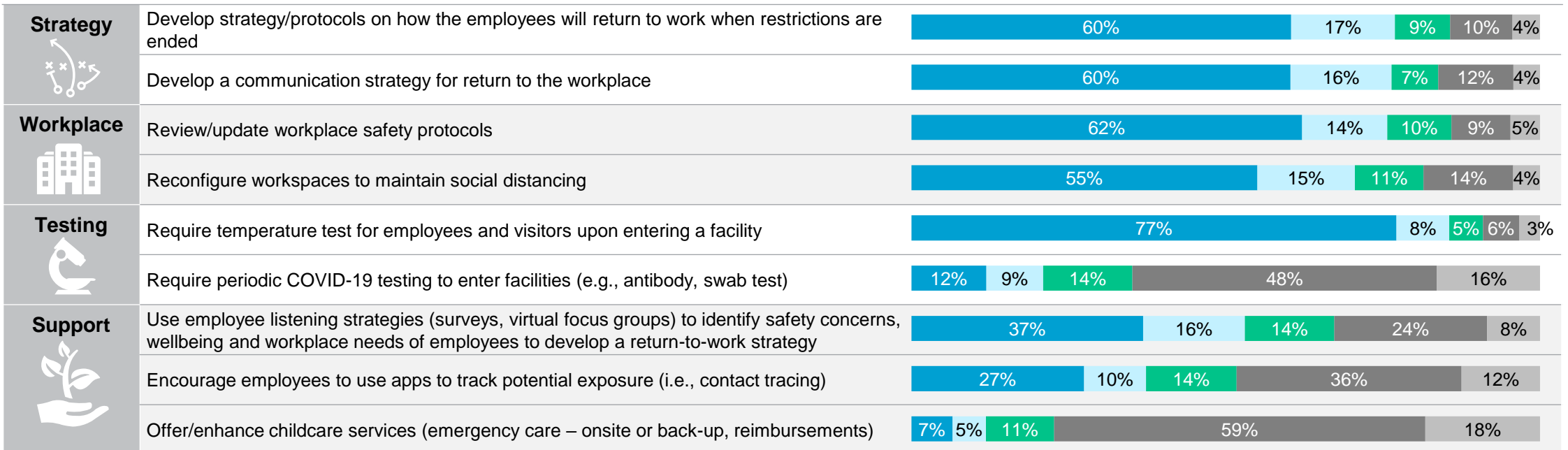


Note: Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Employers are currently in the strategy planning phase in preparation for when social distancing restrictions are removed/eased

As a result, many companies are planning their listening and testing strategies

Has your organization taken or does it plan to take any of the following actions in preparation for when the COVID-19 travel and social distancing restrictions are lifted?



■ Action taken
 ■ Planning actions
 ■ Considering actions
 ■ Neither planning nor considering actions
 ■ Not sure

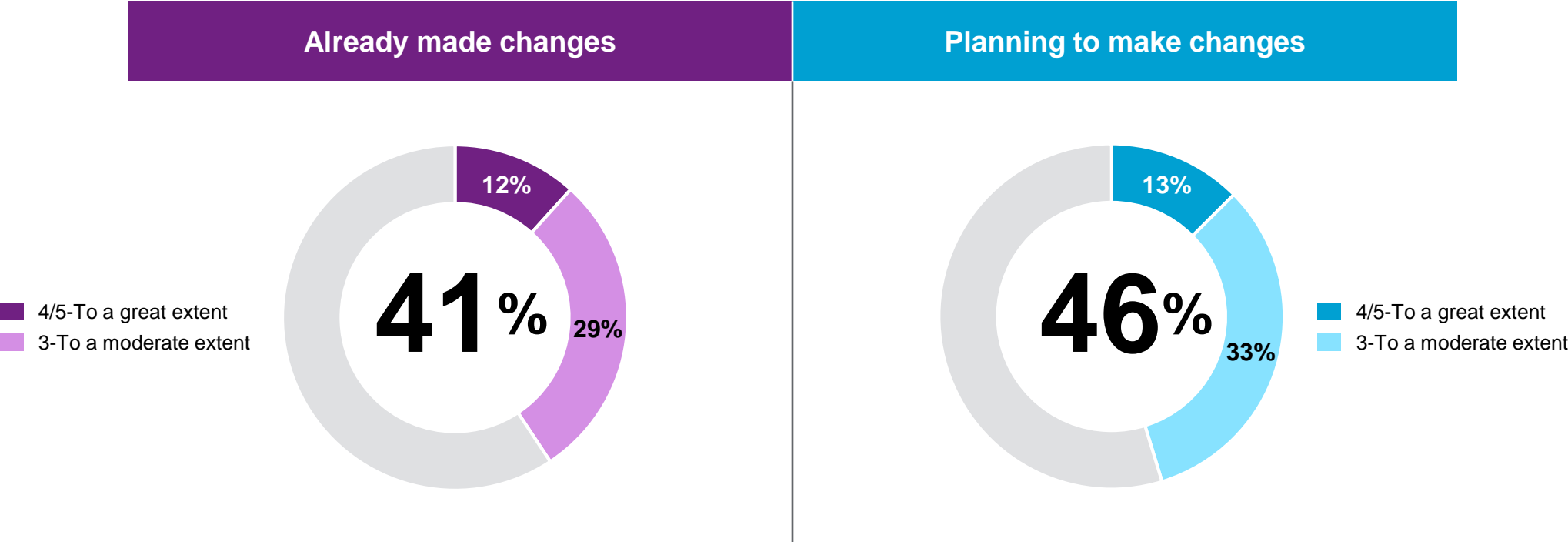
Note: Percentages may not add up to 100% due to rounding.

Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Two fifths of employers have made benefit program changes as a result of the COVID-19 pandemic and economic crisis

More are planning new or additional changes over the next 6 months

To what extent has your company already made benefits Program changes as a result of the COVID-19 pandemic and economic crisis? To what extent are you planning to make changes over the next 6 months?



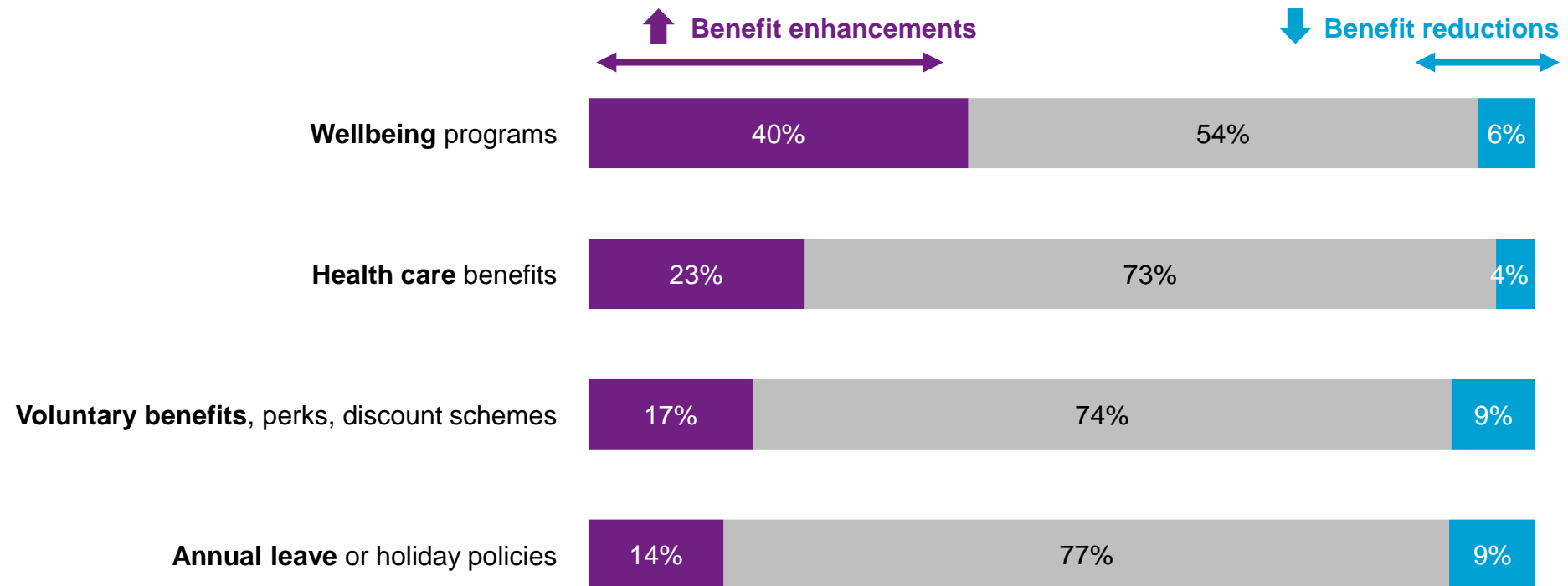
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Benefits Priorities



Many employers look to enhance health care and wellbeing programs

Considering the changes your company has already made and is expected to make over 2020, is your company planning to make any **benefit enhancements or reductions?**



Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.

Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Polling question

What would be your organization's most important benefits priorities over the next six months?

- ☐ Communicate on benefits and wellbeing programs that might be important to employees at this time
- ☐ Ensure business continuity of benefits programs
- ☐ Enhance mental health services and stress/resilience management
- ☐ Enhance programs/actions around employee safety
- ☐ Improve the physical wellbeing of employees
- ☐ Provide more flexibility to employees about benefit options/choice

Companies are focusing on enhancing employee safety and mental health services



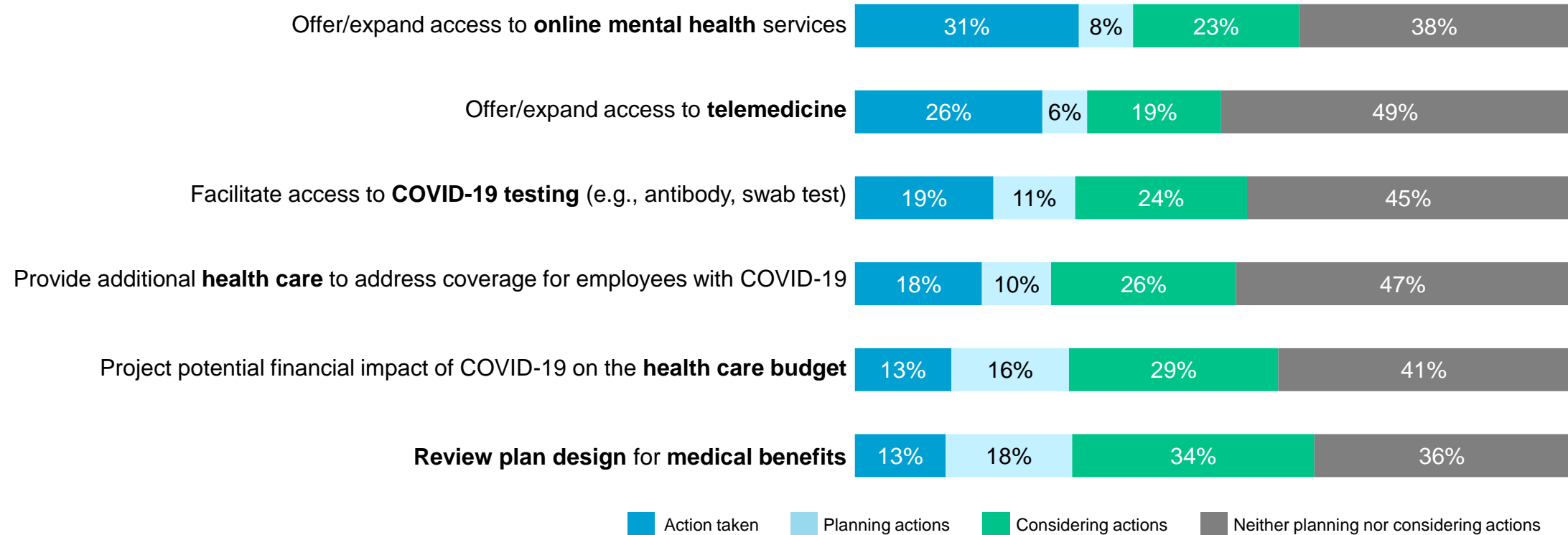
Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.

Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Employers take steps to assess the impact of COVID-19 on their health care budgets

Increasingly, companies will look to review plan design for medical benefits

What actions has your organization taken or plan to take to manage the **financial impact** of COVID-19 on the company's **health plan**?



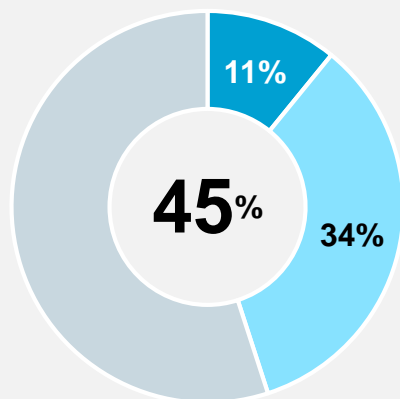
Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.

Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

More than 2 in 5 employers are revising their health care strategies as a result of COVID-19

To what extent do the following apply to your company as a result of COVID-19?

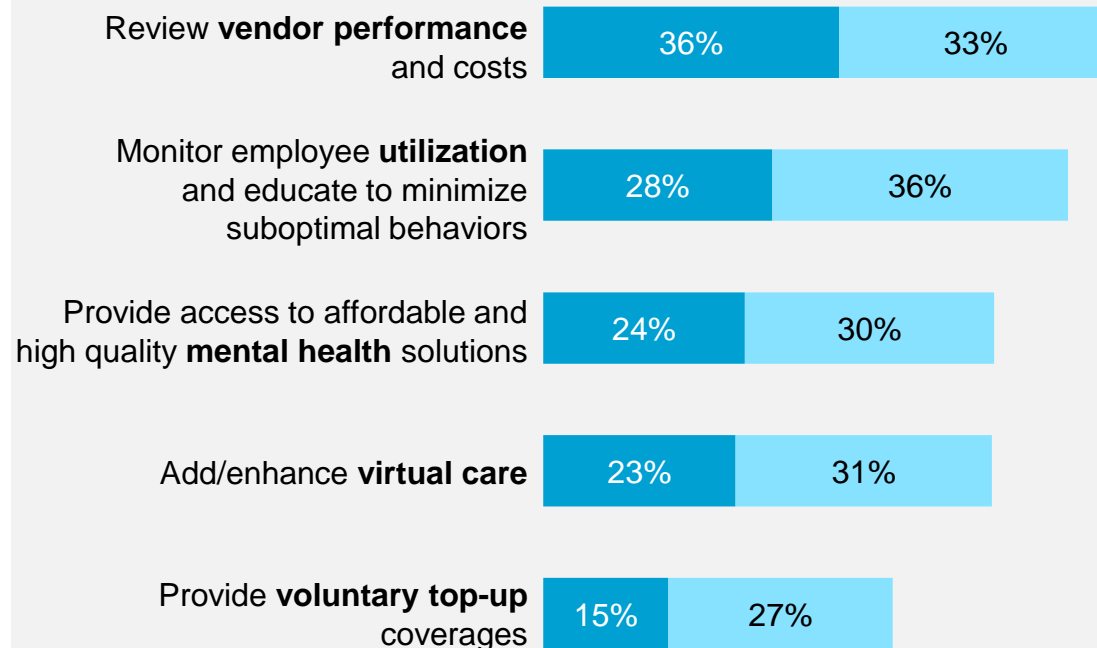
Likely to revise our health care strategy



Country	%
China	60%
Malaysia	60%
Indonesia	58%

- To a great extent (4 or 5)
- To a moderate extent (3)

As you think about the impact of COVID-19, to what extent are the following important to your 2021 **health care strategy**?



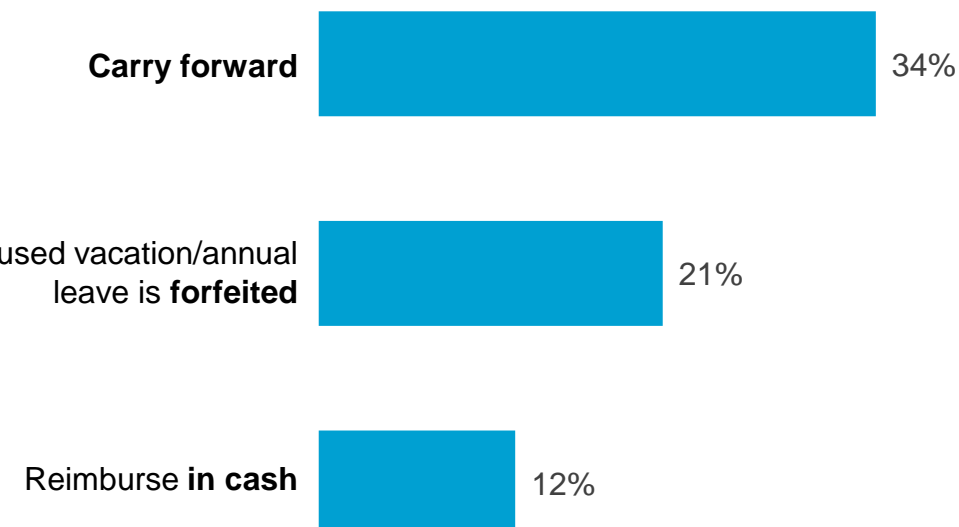
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

About one third of organizations are requiring employees to take leave/holiday and one fifth are providing special quarantine leave

Has your organization taken or does it plan to take any of the following actions towards your **annual leave/holiday policies** due to the COVID-19 pandemic?



How will your organization compensate employees for **unused vacation/annual leave** as a result of COVID-19 measures?



Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

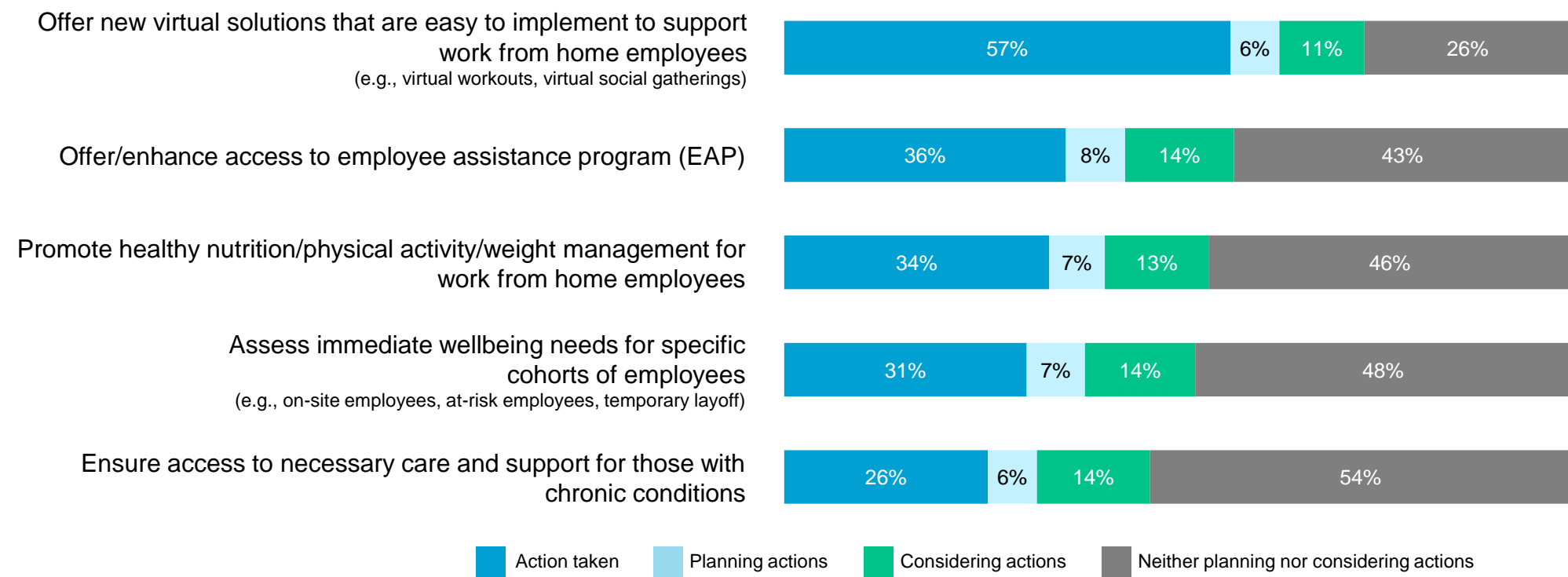


Wellbeing



New virtual solutions that support work from home are a priority for employers

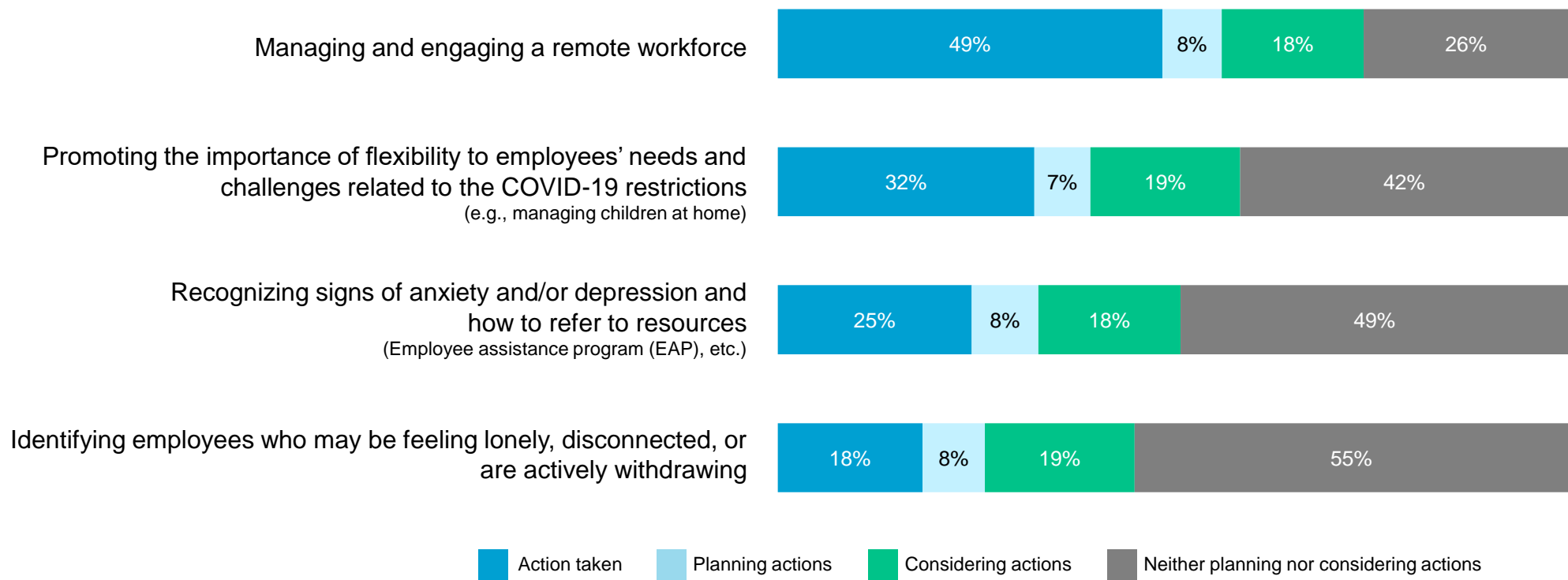
What actions has your organization taken or plan to take to support employee wellbeing as a result of the COVID-19 pandemic?



Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Manager training is an important tool for employers to keep a remote workforce engaged

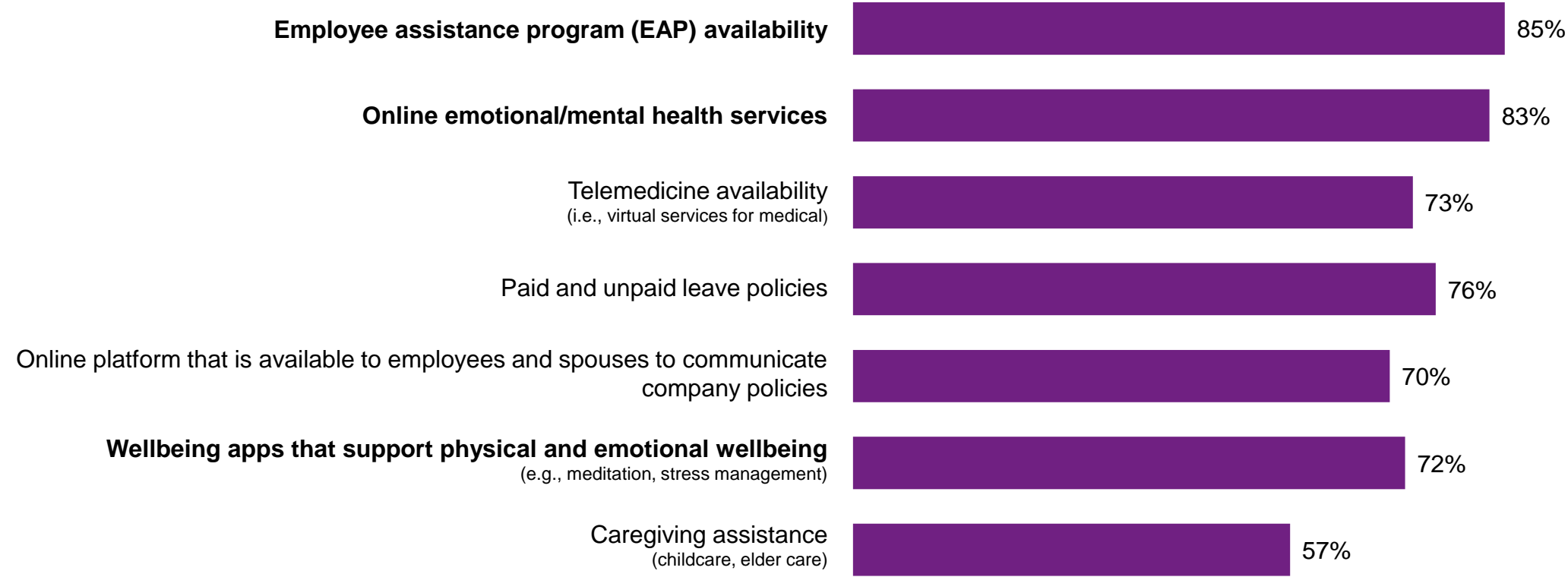
Has your company offered or plan to offer manager training on any of the following?



Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

EAPs and online emotional/mental health services are top priorities to promote and communicate about as a result of the COVID-19 pandemic

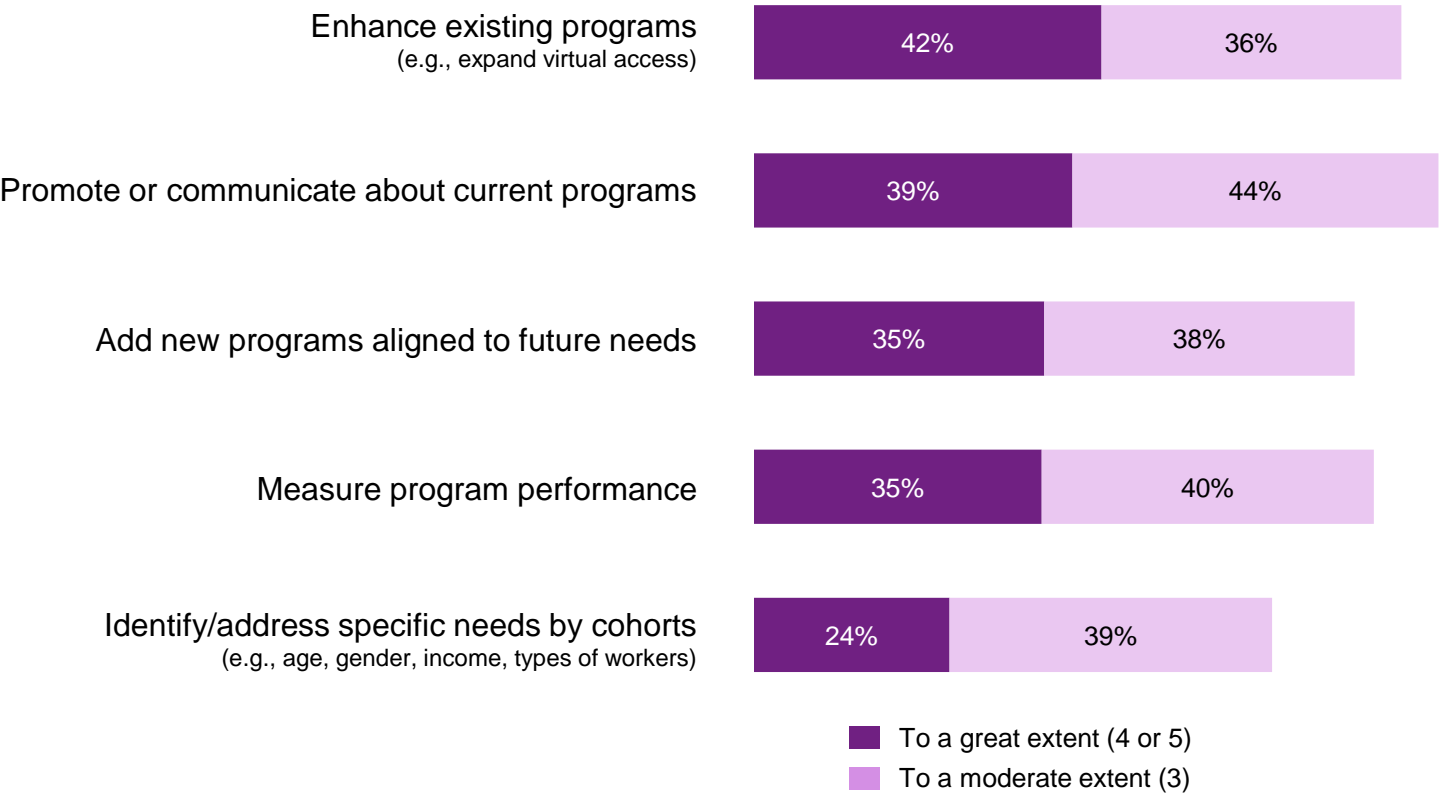
Which of the following benefits has your organization made a priority to promote and communicate about as a result of the COVID-19 pandemic?



Note: "Not applicable" option excluded. Percentages may not add up to 100% due to rounding.
Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Most companies are focused on enhancing and promoting current wellbeing programs

Thinking about your wellbeing strategy for 2021, to what extent are the following key priorities?



Source: Asia Pacific Restoring Stability Survey — Pay, Benefits, Wellbeing.

Case Study: Workplace mental wellness

How Willis Towers Watson employees achieved 1 million happiness minutes

BACKGROUND

- 5,000+ colleagues from 15 markets
- “Working to Wellbeing” committee in every market and regionally mental wellbeing was identified as a top priority
- Generate awareness on mental health
- WTW launched a 100-day Happiness Challenge

SOLUTION

- Leveraged on a mindfulness app to strengthen employees’ mental resilience and cope with different stressors,
- Employees were able to access bite-sized audio tracks
- Regular communications like bi-monthly leaderboard and employee testimonials with prize giveaways to sustain momentum

IMPACT



Total Happiness Minutes:

1,116,885

"It was a good tool to let me **focus on myself** & cope with bad emotions"

"Just using the app for 10 minutes daily helped me **get my thoughts together and focus**"

"It has helped me to **achieve mental stability & remain calm** during tense situation"

"the prize money was the reason why I started using the app. Eventually, **I was doing it because of habit**"



Questions?

Contact us



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