



+ Broccoli is an excellent source of vitamin K, which helps to build strong bones.

CASE STUDY

An international success story

When engineering consultancy Beca was named New Zealand's Most Reputable Organisation in 2011*, it was for much more than its outstanding technical, financial and service performance.

The accolade also recognised Beca's strong ethical and social values, and the company's success in balancing its global corporate size with a 'New Zealand family' culture.

That 'family' culture pervades every aspect of this internationally successful company. It's the foundation of its commitment to employee health and wellbeing, and reflected in a decades-long partnership with Southern Cross.

An international success story

Beca is one of the largest companies of its kind in the Asia-Pacific. Founded in 1918 with just three employees, it now has more than 2,400 staff and offices in New Zealand, Australia and Asia. Its clients span the building, government, industrial, power, transport and water markets, and its services cover engineering, architecture, planning, project and cost management, land information, valuations and software.

Many of Beca's New Zealand projects have won significant industry awards, including the Supreme Award for the Tauranga Harbour Link Project in the 2011 New Zealand Engineering Excellence Awards. Beca was also named as one of the top five most desirable places to work in the 2011 New Zealand Randstad Awards, New Zealand Company of the Year in the 2010 Deloitte Top 200 Awards, and International Business of the Year by New Zealand Trade and Enterprise in 2009.

Supporting employee wellbeing

As part of its commitment to supporting employee wellbeing – within and beyond the workplace – Beca offers a number of health and wellness benefits. These include regular health checks, free annual flu injections and an employee assistance programme through which staff can access advice and support in dealing with personal problems that are affecting their work performance. The company has been particularly proactive in Christchurch in response to the 2010 and 2011 earthquakes, providing staff with a range of support mechanisms, including extra time off work, to help them cope with the effects on their personal and professional lives.

Southern Cross health insurance is a key part of the health and wellness package. After three months with Beca, all employees qualify for a fixed-dollar company contribution towards the cost of their premiums, with choice on the plans that best suit them. Partners and immediate family are also covered – a significant benefit that, says Christchurch Office Manager Garth Cann, may be a factor in the take-up rate of more than 70 per cent.

“Southern Cross health insurance offers both our employees and the business a number of benefits,” he says. “Our employees and their families get more affordable insurance along with the ability to choose plans that suit their circumstances and their budgets – and they enjoy the advantages of prompt access to private treatment when they need it, without the potential stress on their finances.”

“Health insurance also helps to position Beca as an employer of choice. We feature it in our recruitment advertising strategies and promote it within the company via emails, our intranet and internal newsletters.” – Garth Cann, Christchurch Office Manager, Beca NZ

The partner of choice

Southern Cross has been part of the Beca employment package for many years – a reflection, says Garth, of its reputation and performance.

“Our charter requires us to re-tender for all our outsourced services at least every three years – and time after time Southern Cross has met all our criteria,” he says.

“We like the fact that it’s a non-profit organisation, it’s consistently well run, and it communicates with the business and its clients regularly and effectively. Southern Cross also provides excellent service to our staff and their families; their claims are handled quickly and efficiently and they get the care they need, when they need it.”

Delivering results

Garth reports that Beca’s health and wellness initiatives have had a positive impact on its rates of injury, illness and absenteeism.

“Our human resources team monitors things like hours off work, and is very focused on taking a proactive rather than reactive approach to employee health and wellbeing,” he says. “For example, we encourage our staff to stay home if they’re unwell, and we support them in returning to work when they’re fit to do so – which can mean modifying their duties or providing part-time work.

“Our staff are the key to our success. We value their knowledge and skills, and are committed to providing them with a safe, healthy work environment. Initiatives like Southern Cross health insurance really work for our company: it’s good for them, and it’s good for our business.”

Talk to us about creating your own wellness programme, centred on the specific needs of your people and industry.

Call us on **0800 323 555** or visit www.healthybusiness.co.nz

About Southern Cross Health Society

Southern Cross Health Society is New Zealand’s leading specialist health insurance and wellness provider with over 50 years experience in the health insurance industry. We continually invest in researching and developing new health insurance and wellness services so that we can offer our customers solutions that are leading edge. Healthy People. Healthy Business.

Healthy people

When you subsidise health insurance for your employees, your business benefits all the way to the bottom line.

- Reduced absence
- Protect productivity
- Minimise work disruption
- Reduce stress*
- Value the health of your people
- Enhance remuneration packages

Healthy business

A partnership with Southern Cross means your business can benefit from our:

- wide variety of flexible health and wellness solutions
- nationwide quality service
- Affiliated Provider program
- not for profit status
- commitment to creating a healthier society
- strong financial rating

Healthy people healthy business

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