

Challenge – Create a credible solution & define best practice

PAS 3002 - Code of practice on improving health and wellbeing within an organization

Employees now spend around a third of their lives at work. Depression and anxiety have a significant economic impact. The estimated cost to the global economy is US\$ 1 trillion per year [2] in lost productivity.

Hitachi's challenge was to help organizations establish, promote, maintain and review the health and wellbeing of their workforce, which helped build trust within the workforce and increase productivity.

Strong reputational benefits

This, in turn, has brought strong reputational benefits to their brand which are particularly important when recruiting and retaining talent.

The PAS presents five key principles to form the basis of an organization's approach:

- ✓ Capitalize on diversity and inclusion as an organizational strength
- ✓ Proactively support the physical and psychological health and wellbeing of the workforce
- ✓ Foster a work culture that offers strong, ethical relationships, and encourages learning
- ✓ Ensure jobs are designed to offer meaningful work
- ✓ Support good people management policies and practices



Accelerating business growth and productivity

Hitachi has seen a large reduction of medical expenditure by implementing an approach included in the PAS as a best practice. This has clear links to both increased productivity and reduced sickness. Hitachi are also influencing workplace wellbeing amongst their global strategic partners by providing them with the PAS.