

Quick Poll on Employee Wellness Programmes

01

BACKGROUND

Data Collection Period: 2 – 11 August 2023

Participating Companies: 199



02

KEY FINDINGS

- **Two-thirds** of the responding companies (66%) have **already introduced** employee wellness programmes.
- **Top 5 employee wellness programmes** introduced* by the responding companies:



1. Wellness workshop / talks	78%
2. Volunteer / charities activities	57%
3. Flexible working hours	54%
4. Employee assistance programmes	52%
5. Offering nutritional snacks	36%

- **Top 3 reasons for not introducing**** employee wellness programmes:



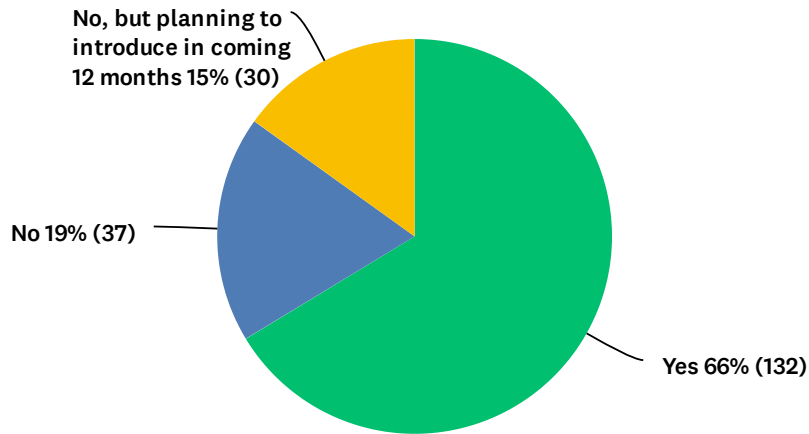
1. Budget constraints	76%
2. Lack of leadership buy-in	26%
3. Difficult to gauge ROI	26%

* Companies that introduced / planned to introduce employee wellness programmes

** Companies that not introduced employee wellness programmes

Q1 Has your organisation introduced any employee wellness programmes yet?

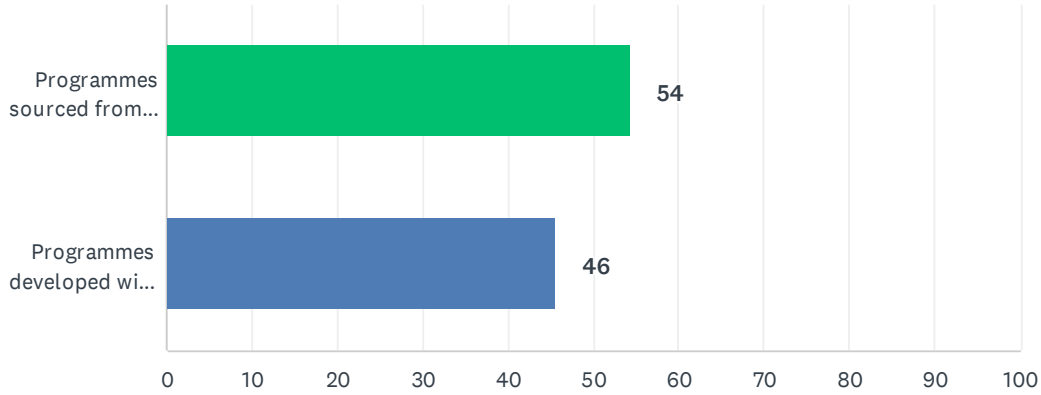
Answered: 199 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66%	132
No	19%	37
No, but planning to introduce in coming 12 months	15%	30
TOTAL		199

Q3 In 2023, what proportion (%) of the budget on employee wellness programmes is allocated to the following items? (Must add up to 100%) Do not add % sign or non-numeric characters.

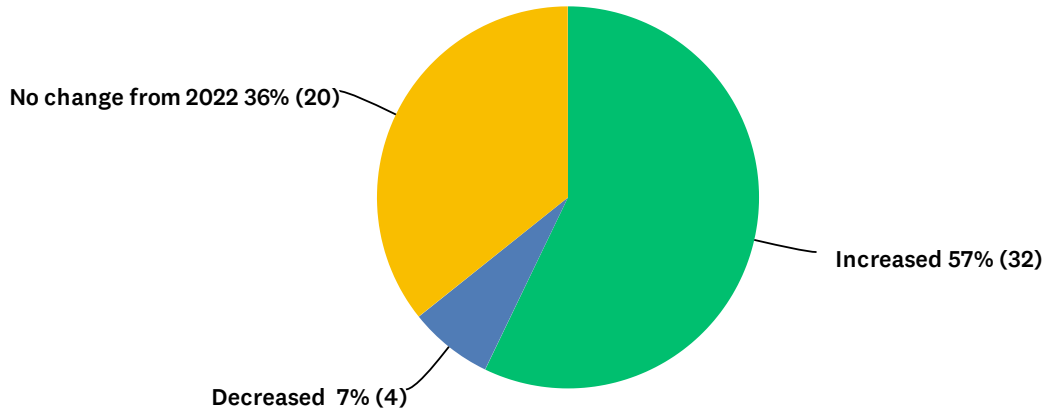
Answered: 54 Skipped: 145



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Programmes sourced from third-party service provider(s)	54	2,941	54
Programmes developed with internal resources	46	2,459	54
Total Respondents: 54			

Q4 Compared with 2022, in what way has your company's spending on employee wellness programmes changed in 2023?

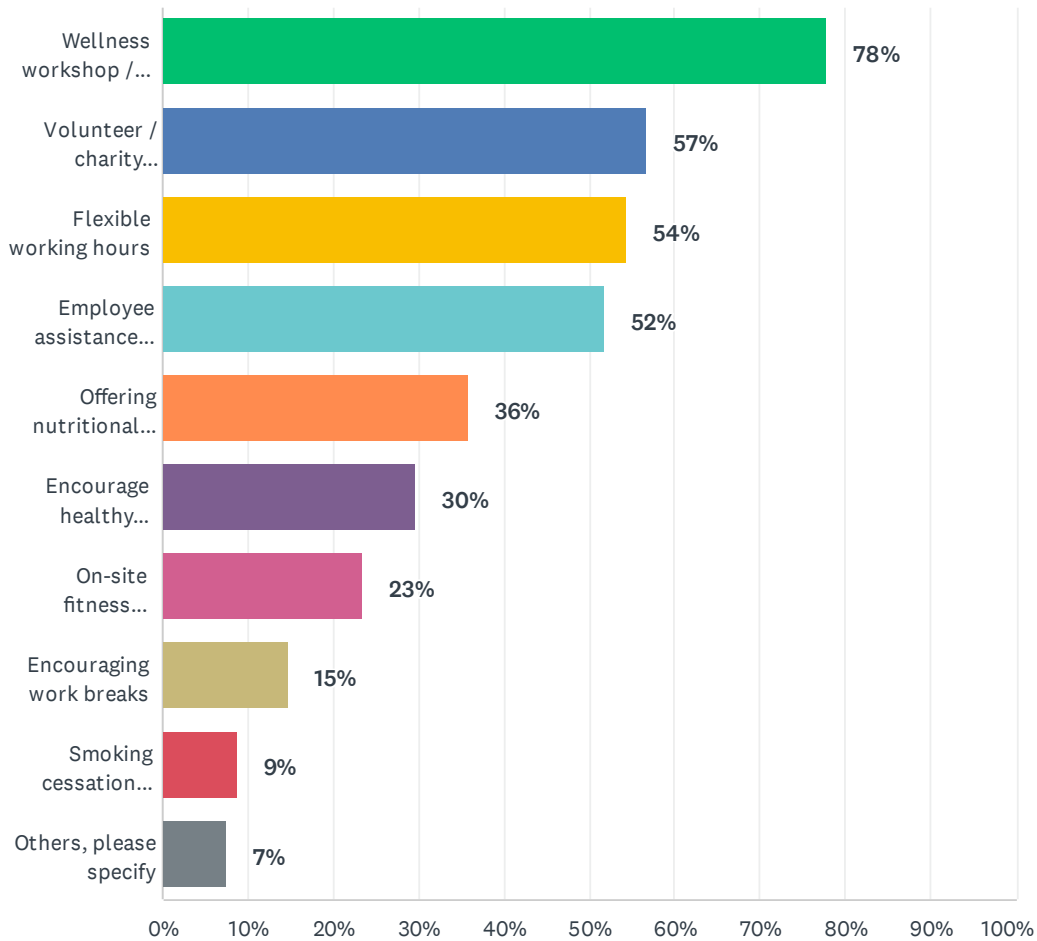
Answered: 56 Skipped: 143



ANSWER CHOICES	RESPONSES	
Increased	57%	32
Decreased	7%	4
No change from 2022	36%	20
TOTAL		56

Q5 Which of following employee wellness programmes is currently implemented / planned to be introduced at your organisation? Please select all that apply.

Answered: 81 Skipped: 118

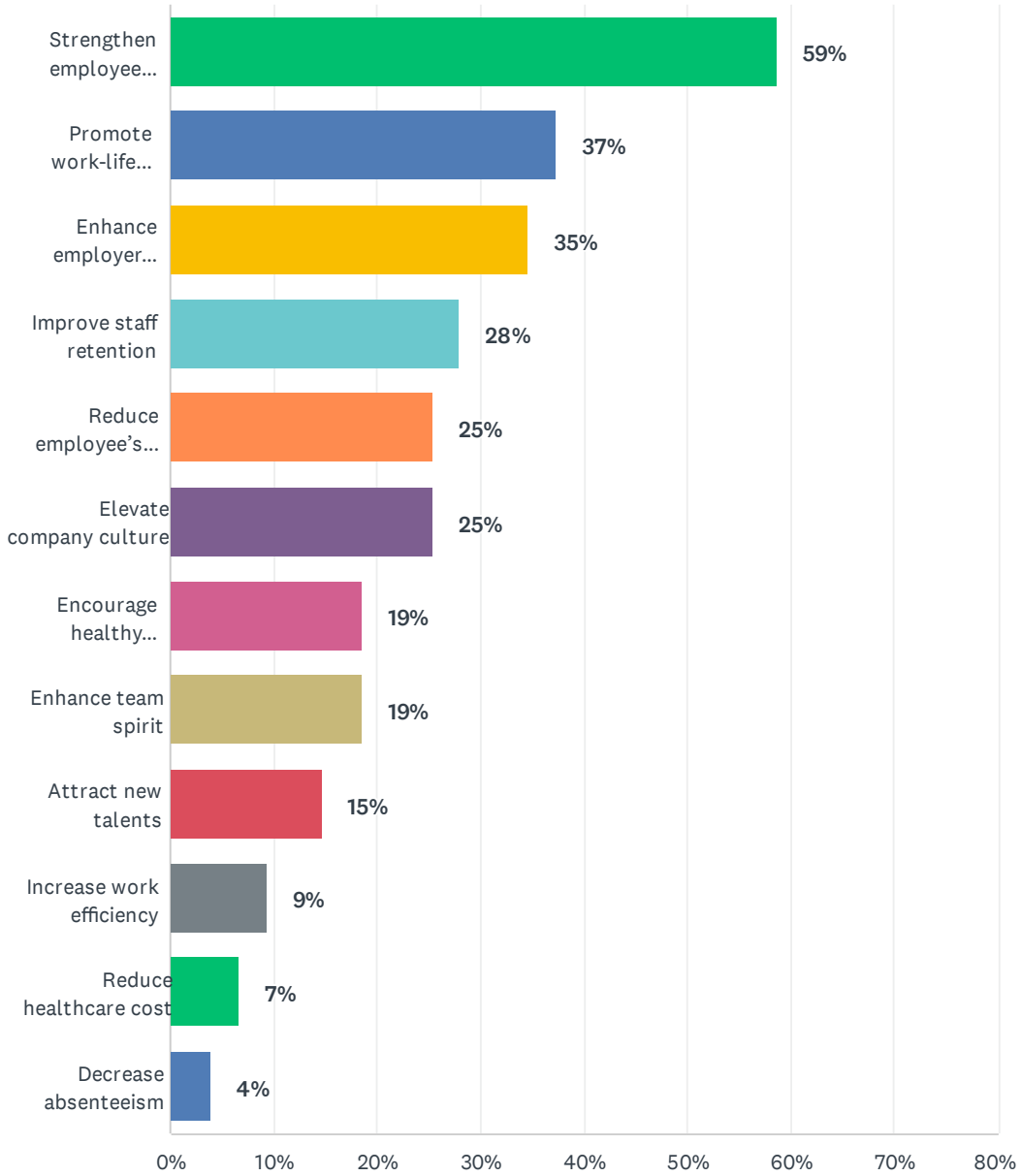


Quick Poll on Employee Wellness Programmes

ANSWER CHOICES	RESPONSES	
Wellness workshop / talks	78%	63
Volunteer / charity activities	57%	46
Flexible working hours	54%	44
Employee assistance programmes	52%	42
Offering nutritional snacks	36%	29
Encourage healthy sleeping habits	30%	24
On-site fitness assessment	23%	19
Encouraging work breaks	15%	12
Smoking cessation programmes	9%	7
Others, please specify	7%	6
Total Respondents: 81		

Q6 What benefits can employee wellness programmes bring to your organisation? Please select at most 3 answers.

Answered: 75 Skipped: 124

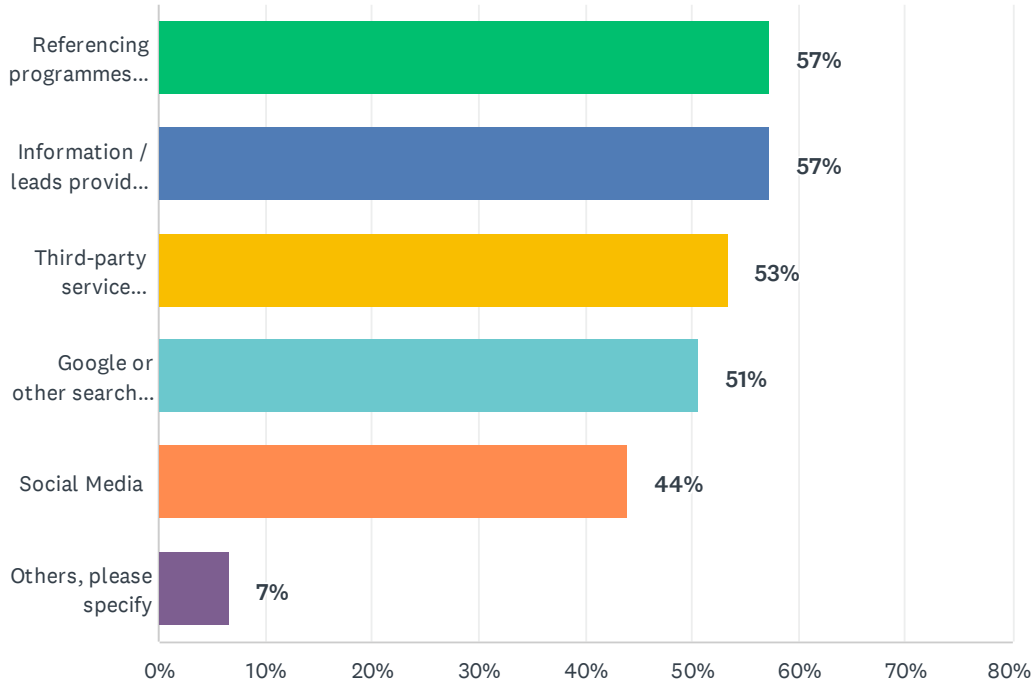


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ANSWER CHOICES	RESPONSES	
Strengthen employee engagement	59%	44
Promote work-life balance	37%	28
Enhance employer branding	35%	26
Improve staff retention	28%	21
Reduce employee's stress	25%	19
Elevate company culture	25%	19
Encourage healthy behaviours	19%	14
Enhance team spirit	19%	14
Attract new talents	15%	11
Increase work efficiency	9%	7
Reduce healthcare cost	7%	5
Decrease absenteeism	4%	3
Total Respondents: 75		

Q7 Which channel(s) does your organisation usually use when sourcing employee wellness programmes? Please select all that apply.

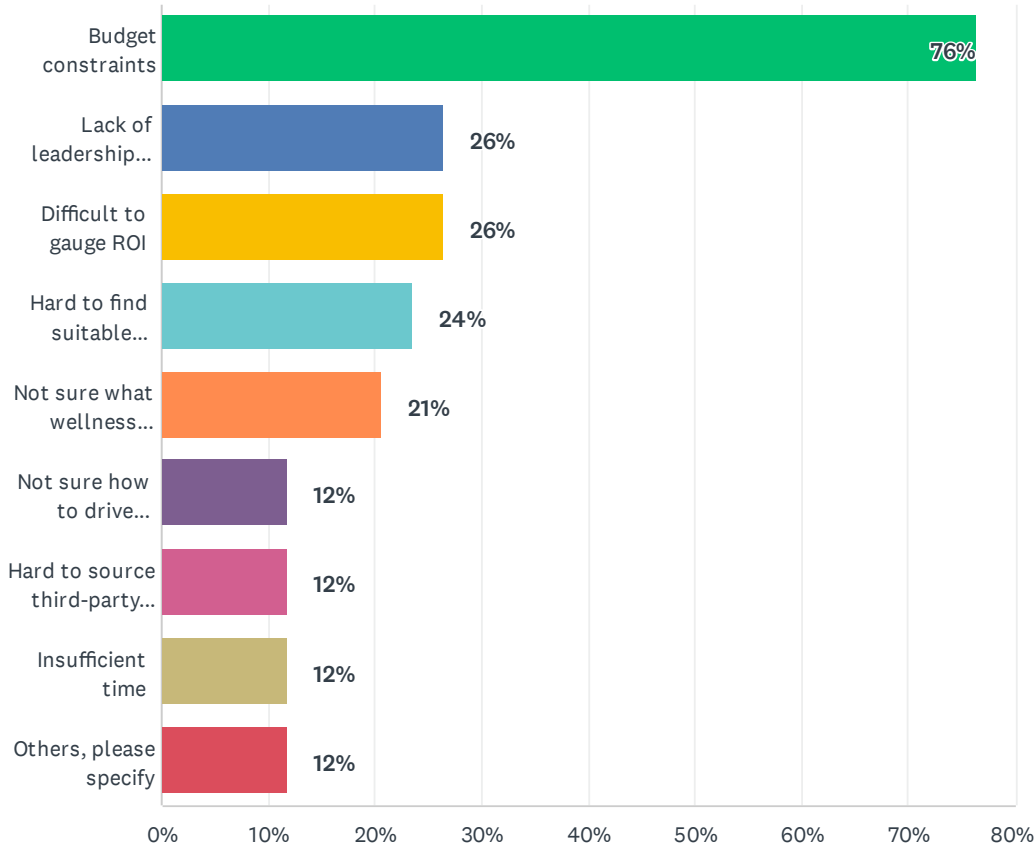
Answered: 75 Skipped: 124



ANSWER CHOICES	RESPONSES	
Referencing programmes implemented by other companies	57%	43
Information / leads provided by HR peers	57%	43
Third-party service providers' websites	53%	40
Google or other search engines	51%	38
Social Media	44%	33
Others, please specify	7%	5
Total Respondents: 75		

Q8 Why are employee wellness programmes not yet introduced at your organisation? Please select at most 3 answers.

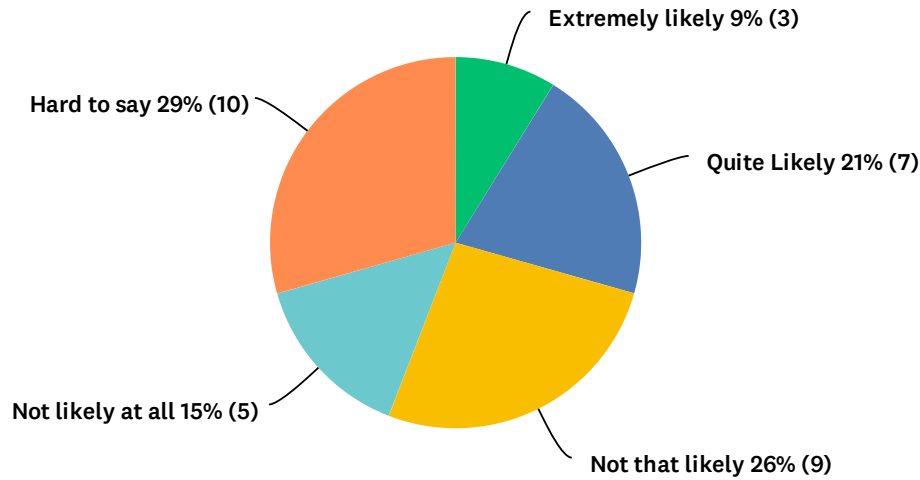
Answered: 34 Skipped: 165



ANSWER CHOICES	RESPONSES	
Budget constraints	76%	26
Lack of leadership buy-in	26%	9
Difficult to gauge ROI	26%	9
Hard to find suitable wellness programmes that address employees' needs	24%	8
Not sure what wellness programmes are suitable	21%	7
Not sure how to drive participation	12%	4
Hard to source third-party service provider	12%	4
Insufficient time	12%	4
Others, please specify	12%	4
Total Respondents: 34		

Q9 How likely would your organisation introduce employee wellness programmes in the coming 12 months?

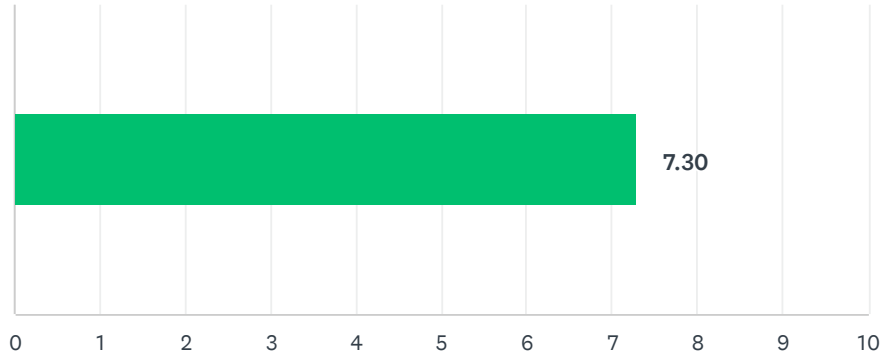
Answered: 34 Skipped: 165



ANSWER CHOICES	RESPONSES	
Extremely likely	9%	3
Quite Likely	21%	7
Not that likely	26%	9
Not likely at all	15%	5
Hard to say	29%	10
TOTAL		34

Q10 On a scale of 1 to 10 where 1 represents not important at all and 10 represents very important, how important is offering employee wellness programmes in attracting and retaining talents?

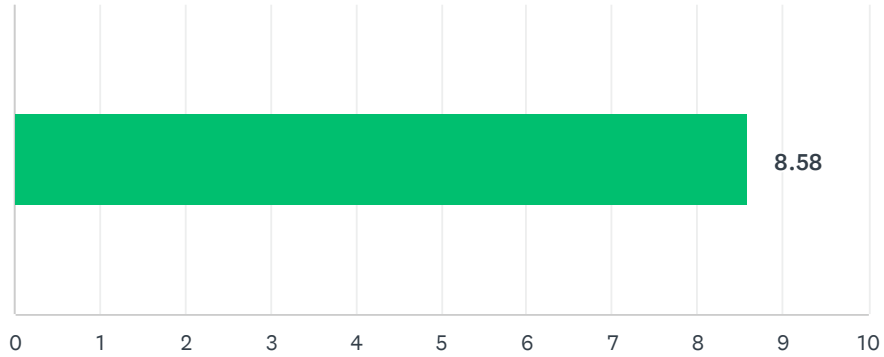
Answered: 103 Skipped: 96



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	752	103
Total Respondents: 103			

Q11 On a scale of 1 to 10 where 1 represents not important at all and 10 represents very important, how important is offering competitive compensation package in attracting and retaining talents?

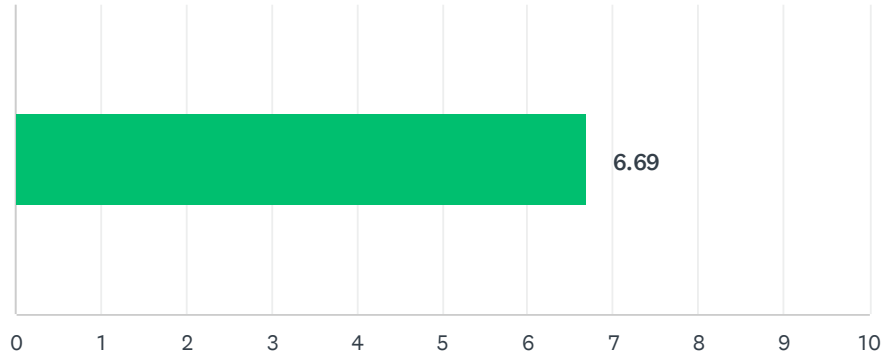
Answered: 103 Skipped: 96



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	884	103
Total Respondents: 103			

Q12 On a scale of 1 to 10 where 1 represents not important at all and 10 represents very important, how important is offering remote working arrangements in attracting and retaining talents?

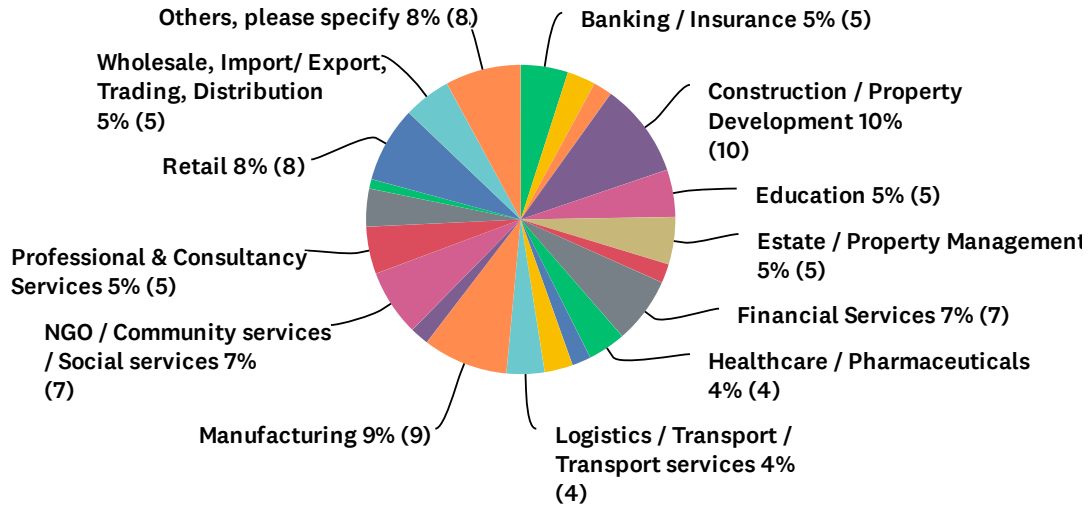
Answered: 103 Skipped: 96



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	689	103
Total Respondents: 103			

Q13 Please indicate which of the following best describes the business sector in which your organisation operates:

Answered: 101 Skipped: 98

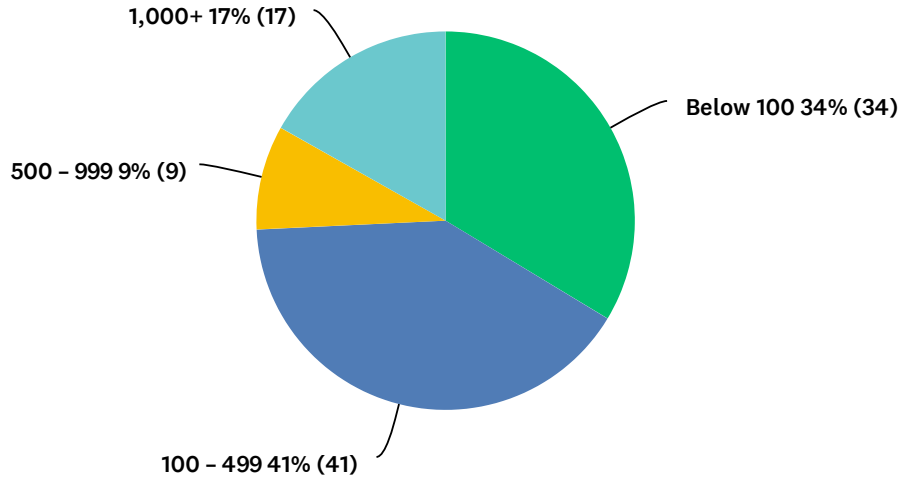


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ANSWER CHOICES	RESPONSES	
Banking / Insurance	5%	5
Beauty & Personal Services	0%	0
Business Services (excl. professional & consultancy services)	3%	3
Community Services	0%	0
Conglomerates	2%	2
Construction / Property Development	10%	10
Education	5%	5
Estate / Property Management	5%	5
Engineering	2%	2
Financial Services	7%	7
Healthcare / Pharmaceuticals	4%	4
Hi-Tech / Information Technology	2%	2
Hotels / Hospitality / Tourism related services	3%	3
Logistics / Transport / Transport services	4%	4
Manufacturing	9%	9
Media / Advertising / Publishing	2%	2
NGO / Community services / Social services	7%	7
Oil / Chemicals / Energy	0%	0
Professional & Consultancy Services	5%	5
Public Utilities / Statutory bodies / Government	4%	4
Restaurant / Catering	1%	1
Retail	8%	8
Telecommunication	0%	0
Wholesale, Import/ Export, Trading, Distribution	5%	5
Others, please specify	8%	8
TOTAL		101

Q14 Please indicate the total number of Hong Kong based full-time employees on the payroll of your organization.

Answered: 101 Skipped: 98



ANSWER CHOICES	RESPONSES	
Below 100	34%	34
100 - 499	41%	41
500 - 999	9%	9
1,000+	17%	17
TOTAL		101