



**BOSCH**

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## A Rounded Approach to Employee Wellness; Now and in the Future

*After witnessing a paradigm shift in the new normal, Bosch has redefined a company's approach to employee wellness and is determined to make it a high priority for the foreseeable future. Find out how*

### RAPID ROUNDUP

- Harnessed inhouse resources like counsellors and doctors to help employees during COVID
- Set up task force to sensitize employees and provide a safe return to work for employees
- Financial support, insurance allowance measures in place

**In-House Medical and Psychological Support:** Bosch has had in-house Counsellors for nearly 15 years & have been providing Employee Assistance Program services through an external vendor, with dedicated toll-free numbers & web applications accessible to employees and families. In these trying times, associates and family members can reach out to the Counsellor. Face-to-face, audio & video consultations are provided. For existing associates, regular communications and Web Based Training is ready for launch.

We also have a team of in-house doctors across locations. Recently, a group of associates were trained to help associate cases during COVID times.

**Webinars & Video:** Constant virtual communication, engaging with professional bodies, online consultations through service portal, circulating relevant articles, newsletters and self-assessments.

**Confidentiality:** Non-disclosure agreements (NDA) are signed with all parties involved & GDPR guidelines are followed. We also re-iterate confidentiality with all our associates in communications and sessions.

**Close Monitoring:** Counsellors ensure that associates with mental health issues are stable & functioning to their optimum levels. Regular follow-ups are done with the associate, treating psychiatrist and sometimes, family members.

**Task Force for Sanitization, Social Distancing & WFH:** A Task Force team was formed to implement safe workplace practices. Due to changing times & government guidelines,

many challenges arose like fear of returning to work post lockdown, digital set up for work, PPE kit availability and handling COVID+ve associates; which were addressed through virtual awareness sessions, video consultations, stocking up safety kits and issuing adequate safety guidelines.

**Employee Assistance Programs Numbers Soar:** EAP adoption increased upto 200% compared to first half of last year (2019). Critical mental health cases saw an increase in the beginning of Q2-2020 & immediate preventive measures to create the awareness on avoiding mental stress: Stress management, Mindfulness meditation & sensitizing Managers on early identification and referring stressed associates were some of the initiatives rolled out. Approximately 6000+ associates were impacted directly through these trainings.

### Other Measures:

- Designated isolation rooms and decongested workspaces in office buildings
- Enrollment of Voluntary top-up hospitalization insurance (self + family members) & withdrawal of non-refundable advance from PF account
- Rewarding select associates & contracted employees who continued to come to office during the lockdown to handle critical tasks & deliverables.
- Introduced allowances for Broadband & WFH
- Announced a 30-40% WFH policy permanently, with awareness programmes on work-life balance in the future.

