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Corporate Health and Wellbeing Summit - 28th November, 2017

Reimagining PwC - Design, Strategy and the Health and Wellbeing of our People



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***6000 of our
7500 people
moved across 3
sites***

Move to Barangaroo in February 2017.

Final of 3 office moves within 6 months.

Brisbane Office was the first, in August 2016, followed by Melbourne in December.

Parramatta office opening, Dec 2017

An opportunity to transform the way we work.

Darling Park Promotional Video



Our purpose

***Build trust in society and
solve important problems***

Our values





Where did we start?

Internal and external stakeholder engagement - Focus groups, one on one conversations, workshops, forums, surveys

Furniture and equipment trial

Sydney Pilot Space

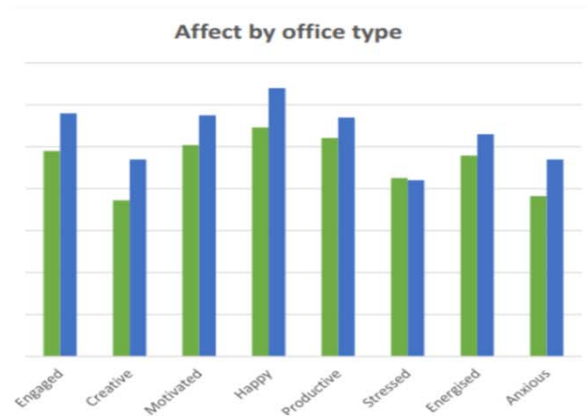
University of Sydney movement study

Triggering new expectations - reimagining new client and people experiences...

University of Sydney New Ways of Working Wellbeing Study

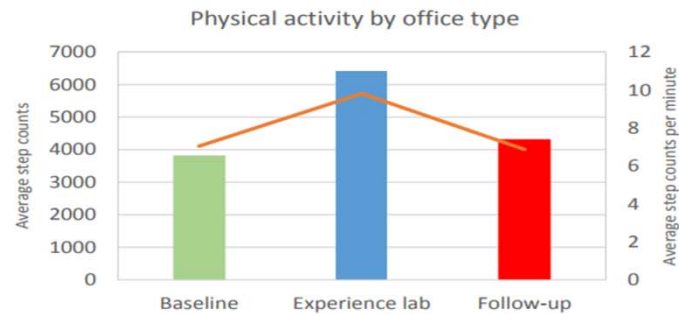
Mental Wellbeing

Participants rated their affect in-the-moment as part of the EMA survey. They were asked to rate their feelings on a 10-point scale, with 1 being not at all and 10 being very much.



Activity Levels

The participants' activity levels, as measured by average total step counts and step counts per minute during the workday, was 68% higher in the Experience Lab than in the standard office at baseline, an increase from 3800 to 6400 steps. When the participants returned to the standard office after the Experience Lab their step counts went down again, which supports the notion that the Experience Lab environment can increase how much the occupants move.



What we did

Work towards a trust based, outcomes driven culture

New ways to connect with colleagues and teams

Improved technology to facilitate remote working and connection

Supportive policies - All Roles Flex, Dress for Your Day, Reasonable Adjustment

Physical spaces - focus areas, libraries, collaboration spaces, fun spaces, closed meeting spaces, open plan areas.

Best practice ergonomics

Inclusive spaces - being able to bring your whole self to work, DDA++

Leadership commitment



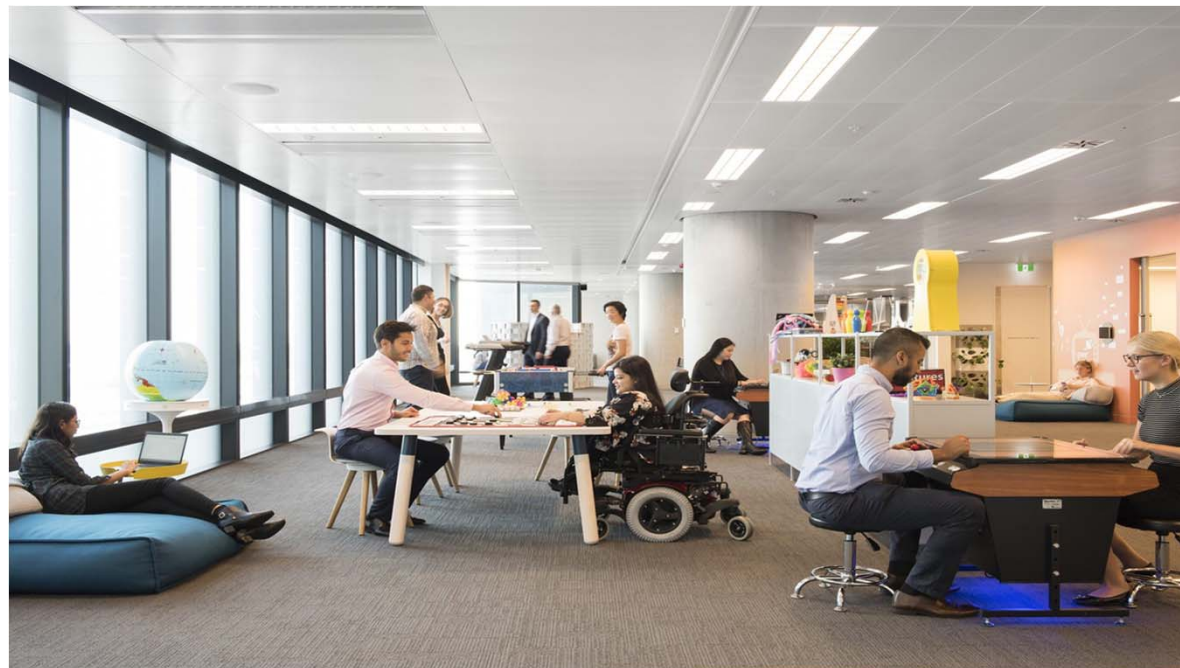
Challenges

Staffing growth - finding desk space

Implementation of flexible working - creating a consistent experience for all

Inclusive spaces - being able to bring your whole self to work, DDA++

Connectivity with colleagues and teams



Measuring success

Pre and post survey

Shift from reactive to preventative health strategy and initiatives

Continued monitoring of reported concerns/issues

Tracking of wellness data - WHS incident/injury reports, ergonomic assessments requests, EAP data

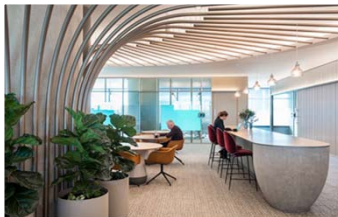
The result post move

>75%

Of our people told us they had the flexibility they need to manage their work and caring responsibilities

75%

Of our people reported feeling more **effective** in our new flexible environment



*PwC was recently named
Australia's Top
Company to work for
by LinkedIn*

*"The space created a feeling
of collaboration and
inclusiveness. It encouraged
us to use all the space and to
work together in new ways"*

~ Client

Placeholder - PwC Sydney Barangaroo video



Thank you
and
Questions.

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