TOPIC 5

STAFF WELFARE & HEALTH

Welfare

What's the meaning of Welfare provision ?

Welfare provision generally refers to those policies which are directed at some aspect of employee well being both in a physical and emotional sense.

Why should organizations have a welfare policy ?

For saving costs by reducing absence and improving the performance of employees in the workplace by addressing any problem or concerns that they might have.

Employee Welfare Service

Following is generally given as a PRINCIPLE to be followed in setting up a employee welfare service:

The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.

Welfare Facilities

Objectives:

a) Generates high morale to high productivity.

b) Can help to reduce accidents the provision of good welfare facilities can produce a happy, well-motivated work force.

Social Securities may be of two types

1. Social assistance, under which the State finances the entire cost of the facilities and benefits provided.

2. Social insurance, under the State organizes the facilities financed by contributions form the workers and employers, with or without a subsidy from the state.

Professional Welfare and Development in Landscape Architect office:

■   Leave time and sabbaticals for long-term professional development opportunities

■   Reimbursement of expenses and paid time off for attending conferences and giving papers or presentations on the work of the firm, agency, corporate employer, or educational Institution

■   Covering the overhead costs, such as printing,
mail, or telephone costs, related to professional development activities

Directing and Motivating Staff

Directing and motivating the staff take constant attention to detail, and the project manager needs good people skills.

Motivational skills are one of the intangible qualities of an effective project manager. Project managers need natural, people-oriented abilities.

The PM combines abilities to manage, schedule, and complete the tasks at hand with sensitivity to the personal problems, desires, and needs of each staff person.
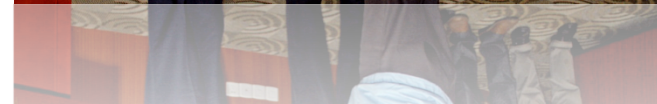
Employee activities and programs

Welfare facilities can be in form of:

- Depot
- Basic Protective Clothing/ Uniform
- Insurances And Coverage

Depot

– Housing facilities

– Working/ base facilities (functioning as the central control point to as stores).

– Can be the place for resting, taking their meal and storage.

Reception: Move your mouse over the image to identify the risks in this room.

System / Information technology

Basic Protective Clothing/ Uniform

– Welling Boot, Eye Goggles, Safety helmets, first aid

– Especially for those dealing with potentially hazardous chemical and equipments.

Insurances And Coverage

– SOCSO

(Social Security Organization)

– EPF

 (Employees Provident)

– Workmen Compensates.

Health & Morale

The health and morale of staff and leaders is all important to the ability to continue to meet performance expectations and to interact with clients, colleagues and management positively.

Conclusions

- A workplace which promotes and sustains the welfare, health and morale (wellbeing) of staff has a higher energy and productivity
- It is in the interests of employers to maintain staff morale, why?
- Increase quality of employee products and works

➢ Let's brainstorm some answers….