

## Employee wellness programme driven by staff

**S**BM Offshore Malaysia believes that the empowerment of its staff will be one of the key drivers to advance its employee wellness programme in a sustainable manner. “Our biggest challenge is to improve our wellness programme. How do we make it interesting every year? We’ve found that the key is in empowering our own people,” General Manager Khairil Khairuddin says.

“Today, there are a few teams of employees collaborating with us to drive the programme”.

“They are really championing this drive. The CSR (corporate social responsibility) team and sports leaders will each choose to lead in a particular field that he or she is passionate about (yoga, running, badminton, futsal and so on). We also have the employer of choice team looking at the results of the previous year’s employee engagement survey. Then, they will come up with the kinds of activities that can improve [employee] engagement.”

One example was the charity ride from Penang to Kuala Lumpur. “I myself am not a cyclist, but I trained to join them. There was a group of eight cyclists, but the entire company supported them. We received donations from those who did not cycle. That ride covered three days

but on the first day, we rode about 110km. It was gruelling!” he says with a chuckle.

The money collected — based on the distance travelled — went to a community charity, with a portion used to fund other employees’ activities this year.

According to Khairil, one of the unique activities conducted by the company was a boot camp or the “biggest loser” competition. “When one of the employees approached me with the plan, I was a bit sceptical because we have employees from different age groups. But to my surprise, we had many participants from across the different age groups.”

The outcome of the 10-intensive boot camp session was amazing as the top three winners shed a combined weight of 18kg.

Khairil believes that the improvement in physical health will translate into higher confidence levels. As for the sporting activities, most of them are held weekly. The company also engages yoga trainers and some of the activities are carried out during lunch time. Given the location of its office in KL Sentral, the management has leveraged the availability of a nearby gym and negotiated a good rate for its employees.

There is also a strong emphasis on nutrition and diets through health talks. The company’s Health and Fitness Day on the first Thursday of every month, where

HARIS HASSAN/THE EDGE



Khairil Khairuddin

fruit is provided for the staff for free.

As the company is involved in the offshore energy industry, providing floating production solutions, some of its employees are required to work offshore. To ensure that they stay healthy, the company provides a gym on the vessel and has an Eat Clean campaign at the canteen on the first Saturday of every month. Apart from that, the company also continuously improves its employee benefits such as claims for gym memberships, health supplements and others.

Last year, SBM Offshore Malaysia implemented a policy on flexible working hours. “By having this flexibility, we empower the leaders to find the right fit for each of the employees. We also have a compressed work week. This means that employees can put in additional working hours from Monday to Thursday so that on Friday, they can take half a day off after lunch,” says Khairil.

He shares that improvement has been seen in the employee engagement survey as well as an increase in the take-up rate in prevention claims following the revision in the claims policy.

With the oil and gas industry seeing a recovery, Khairil says the company cannot be complacent and he sees the wellness programme as instrumental in retaining its talent.