



# GLOBEX UPDATE

## Health & Benefits

*Events, developments, and opportunities in the international marketplace*

Visit us at: [www.globexintl.com](http://www.globexintl.com)

### CORPORATE WELLNESS PROGRAMS ON THE RISE AROUND THE WORLD

Global corporate wellness programs which consist of health risk assessments, fitness, health screening, weight management, smoking cessation, and nutrition is steadily growing among multinational corporations. With the expected increases in the health care costs and with more companies focusing on employee attraction and retention plans, corporate wellness plans have gained popularity because of the ways they can reduce hospitalization costs and visits to health care specialists as well as improving employee productivity and quality of life while decreasing absenteeism. Health Risk Assessments have been the biggest segment of the corporate wellness plans as they are the easiest method for employers to provide their employees with feedback regarding their health and provide guidance on ways they can make improvements. A major factor that is steering the corporate wellness market is the increasing rising health care costs. This coupled with employment and working conditions are seen as some of the main elements of health outcomes so employers that are able to promote health and wellness have a leg up towards a sustainable workforce. India and China are two locations that are seeing the most increase in demand for corporate wellness programs.

### EMPLOYERS IN SINGAPORE ENCOURAGED TO REMOVE MEDICAL CERTIFICATE REQUIREMENT FOR SICK LEAVE

Employers in Singapore are being encouraged by members of government to consider removing the requirement that stipulates employees must provide a Medical Certificate before they are allowed to take sick leave. Currently, people who seek medical leave from work must provide their employer with a Medical Certificate from their physician even if they need just one or two days to get over a simple cold. While some employers have decided to adopt a "trust-based honor sick leave process", a majority of employers have been resistant and still require the Medical Certificate from employees who wish to take sick leave. Some employers cite fear of employees abusing the honor system as their reason for continuing the current Medical Certificate requirement practice. While the government is not mandating employers change this requirement, they are encouraging them to consider it since more companies are moving towards flexible working environments. One leading software company has implemented an unlimited honor sick leave system and found that their employees have become more engaged and focused because they spent less time worrying about trying to obtain a Medical Certificate, which gave their employees more time to rest and fully recover. The company stated that since implementing this new system, it has helped them to attract and retain talents, as employees are given more control to decide if they are fit or unfit for work which leads to more employee engagement and increased productivity.

### SOUTH AFRICA IMPLEMENTS NEW LEAVE LAWS

The South African Government has approved new leave entitlement legislation which provides a minimum period of leave to employees who are fathers, adoptive parents and parents who are in a surrogate agreement. The new legislation is set to amend previous laws under the Basic Conditions of Employment Act, which only provided four months of maternity leave and three days of paid family leave. Now, an employee, who is a parent of a child, is entitled to 10 consecutive days' parental leave. Parental leave can be taken from the day on which the child is born or on the date on which an adoption order is granted or on such day that the child is placed with the prospective adoptive parents. The new changes are said to be in the best interest of the children with working parents.

*Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.*

#### Success Stories

- Assisted manufacturing company expanding into Canada to understand their benefits options and set up competitive benefits programs.
- Secured Partner Desk for large manufacturing client in 7 countries.
- Secured BOR for engineering firm to set up benefits in India.

### GLOBEX BROKER SERVICES

*a division of Globex International Group*

Phone: (908) 879-1150 | E-mail: [globex@globexintl.com](mailto:globex@globexintl.com) | Fax: (908) 879-1160