**Permanent Flexibility- The Flexible Workplace**

At DBASS we recognise that flexibility is incredibly important to employees and job seekers and therefore in order to attract top talent to our firm we are looking at a variety of ways to provide a better work life balance for our staff members.

By offering telecommuting, part time hours and flexible holiday/ study leave entitlements we are helping our employees to maintain a positive work-life balance.

We believe that by providing a more flexible work environment we are reducing workplace stress, boosting mental well-being and encouraging greater productivity.

As an organisation we are working on ways to introduce wellness into our organisation and are seeing a clear correlation between offering wellness initiatives to staff and staff retention.

Promote a good work-life balance

Most employees want to excel in the workplace and so they want to be completely engaged when present at work. This is focus is often diluted by staff experiencing exhaustion due to long working hours and lengthy commutes.

By offering staff access to flexible working arrangements an organisation can ensure increased productively and encourage a positive work attitude.

Attract the best talent

Often your company culture is the main reason a prospective employee will decide on a job with your organisation over another. Therefore you need to ensure that your organisation is standing out for the right reasons.

Culture is about the office atmosphere and what makes your business unique, its not all about the gimmicks you may apply to encourage a younger generation to join you.

Increase staff loyalty

Now that you have attracted to talent to your organisation you need to hang on to them so the introduction of wellness initiatives may assist with this. Ensuring that your existing staff are content will encourage them to speak more positively about your organisation both inside and outside of the organisation and will discourage thoughts of moving on.

It is possible that having an employee wellness programme in place could help you to reduce recruitment, training and other hiring costs that are associated with a high staff turnover.

Reduce sick days

Wellness initiatives can also assist with the reduction of sick days as a more engaged workforce are less likely to require days off unless they are quite ill.

By introducing programmes that focus on healthy eating and movement an organisation can help physical ailments while meditation and therapy sessions can promote positive mental health.

Boost productivity

The introduction of a wellness strategy to an organisation can assist employees to pursue a healthier lifestyle. This can be anything from moving more, giving up smoking to eating more fruit. Often the introduction of

these initiatives can have a positive effect on productivity as healthier employees are more likely to have higher levels of energy, increased concentration and a more positive outlook.

Improve workplace morale

Wellness programmes are an excellent means of increasing workplace morale as they depend on the participation of multiple staff members. This can often lead to staff from different teams and departments connecting in an informal setting, allowing them the opportunity to get to know each other better. This increased communication between teams/ departments can often lead to a greater sense of understanding within an organisation and will therefore increase workplace morale.

<https://www.independent.ie/business/jobs/independent-jobs/why-employee-wellness-programmes-matter>

<https://www.irishtimes.com/news/education/wellness-moving-centre-stage-in-the-modern-workplace-1.3631787now-more-than-ever-37399652.html>