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Galway workers need to get a move on

Fewer people are exercising at the recommended weekly levels than they were 15 months ago, according to new research from the Nutrition & Health Foundation (NHF). Just over a quarter (26 per cent) of Ireland's workforce exercise at the recommended level of over 150 minutes of moderate physical activity every week, down from almost a third (32 per cent) only fifteen months ago. Four in ten (42 per cent) say they are either totally or extremely inactive during their working day. The research was commissioned to mark Ireland's second National Workplace Wellbeing Day on

Friday, 8th April 2016, which is being organised by the Nutrition & Health Foundation and supported by Ibec.

Hundreds of organisations across the public and private sector including many from Galway are expected to participate in the campaign which aims to improve employee health by promoting better nutrition and exercise in the workplace. Amongst the many activities planned are health checks and talks, exercise and fitness classes, nutrition talks and cookery demonstrations. As part of this year's activities, employers are also being encouraged to

arrange a "Lunchtime Mile" - a one mile cycle, jog, run, or walk for employees in the vicinity of their workplace. Further details of how companies can get involved are available at nhfireland.ie/wellbeing.

Calling on employers of all sizes and their employees in Galway to support the day, Dr Muireann Cullen, Nutrition & Health Foundation said "We need to work together to tackle Ireland's obesity challenge. We spend so much of our lives at work that the workplace is the perfect place to promote better exercise and eating habits. And with parents making

up so much of the workforce, the workplace is an opportunity to influence the habits of more than one generation."

Dr Cullen added: "A healthier workforce is in everyone's interest. Four out of five employees believe there is a positive link between their health and wellbeing and their company's productivity. Seven in ten (69 per cent) also say they are more likely to stay longer with employers who show an interest in their health and wellbeing."

Croí, Fidelity Investments Ireland and Valeo are some of the organisations in Galway that

have signed up. They join Aer Lingus, the Department of Public Expenditure and Reform, ESB, Intel, the Irish Prison Service, Pfizer and Ulster Bank among many others. Wellbeing programmes are not the preserve of large or highly profitable companies or organisations, according to Sinéad Doherty, CEO, Fenero, a Dublin based company which employs 16 people. "Small companies and those on a low budget can pack a serious punch with a strong wellbeing leader, a bit of creativity and a good company culture," she said.

Cathy Farrell, Head of Employee

Engagement, Glanbia, another of the companies participating in National Workplace Wellbeing Day, recommends that companies introduce initiatives that best suit their employees and their working environment. "National Workplace Wellbeing Day is an ideal opportunity for employers to promote what they are already doing in the area and for everyone - employers and employees - to try out new initiatives and find out what works best for them."

According to the NHF research, about half of employers are already trying to facilitate healthier lifestyles for their employees.

More employees also have access to health and wellbeing initiatives within the workplace than they did in 2014. The three most popular initiatives mentioned by employees to promote more exercise are company organised Pilates or other exercise classes (45 per cent), access to annual health checks or screenings (45 per cent) and more facilities to support exercise such as showers and lockers (38 per cent).



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Sigmar Talent Summit looked at future World of Work in Ireland

Delegates from across the West of Ireland and the Midlands gathered recently for Sigmar Recruitment's annual Talent Summit. The underlying theme of this year's event, as part of National Employment Week, was the Future World of Work in Ireland.

Now in its sixth year National Employment Week (NEW) has become the largest series of HR conferences in Ireland. This year drew over 1,000 talent leaders to three Talent Summits in Dublin, Cork and Galway. Founded by Robert Mac Giolla Phádraig (CCO Sigmar Recruitment), NEW is a not-for-profit initiative to help stimulate employment in Ireland.

Says founder Robert Mac Giolla Phádraig: "As the war for talent intensifies, the National Talent Summit 2016 will look at the central pillars required to attract and retain talent through a central theme of creating a Culture with Purpose"

"We believe that the question of why people do what they do



transcends generations at work and different ways of working, and is emerging as the fundamental competitive advantage to attract and retain the best."

"With an international focus on best practice, this year we had a line-up of over 40 contributors with 12 international speakers from the US, Canada, UK and across Europe.

We look forward to sharing global Irish innovation and international thought leadership on the above themes and to shine a light on some lesser represented cohorts of talent." Topics that will be covered during the week included diversity - aligning individual values with company vision; the voice of the employee - the employer brand of 2016; recruiting for the future world of work; values based leadership -

creating a culture of leadership; engagement in action, retention strategies and mental health & employment.

The event in Galway saw Holly Fawcett of Social Talent open the discussion on the subject with a presentation, before Sigmar director Barry Rudden led a panel discussion with global thought leaders in this area. Panel speakers included Niamh Feeney HR Director

of Valeo Vision Systems, Yvonne McArdle HR Director of SAP and Michelle Fogarty Director of HR Operations EMEA Tyco.

David Barrett of Cut-e, based in Dublin and Galway, offered his thoughts on the 'Digital Worker' and what this means to the employment marketplace in Ireland. Highlighting the growing need to read big data in order to understand candidates, the presentation was informative and engaging.

Patty McCord who served as Chief Talent Officer of Netflix for 12 years and co-authored co-author of Netflix's famous Culture Deck (a presentation that has been viewed more than five million times) then took to the stage to consider the subject of 'Building a Culture with Purpose'. As one of the leaders in this area around the world it was a great pleasure to watch this great woman work and learn from the best.

The organisers and all their sponsors wish to thank those who attended.

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