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## HEALTH AND WELLNESS @ NIIT MTS

### OBJECTIVE:

To build and promote a workplace environment and culture that supports healthy lifestyle choices and drive, motivate and enable NIITians and AffiNIITians to adopt a consistent work out regime and practices to lead a happy and healthy life.

To provide access to information and resources that increase knowledge and awareness around key health areas in order that NIITians can keep abreast of lifestyle disorders, their detection, prevention and better management ensuring optimal health.

To promote social and emotional wellbeing through workplace practices and policies

### BENEFITS:

NIIT MTS endeavors to ensure that NIITians are provided with a host of benefits that provides for preventive health assessments and a wellness program that provides an avenue to each NIITian to pursue a personalized health journey by availing a variety of wellness resources as per individual preferences.

The essence of these programs is to encourage individuals to take preventive measures to avert the onset or worsening of an illness or disease and to adopt a healthier lifestyle.

The key programs and benefits of the NIIT Health and Wellness initiatives are as below:

#### **Wellness room and visiting Doctor**

NIIT MTS office at Sector 34, Gurugram has a Wellness room with a doctor visiting the facility twice each week. Besides, in-house games facilities such as table-tennis and carom provides for recreation and healthy breaks.

#### **An Online Wellness Portal**

NIIT MTS has tied up with Round Glass Reach which is a Wellness portal services provider. The portal provides a structured approach to Wellbeing by helping to identify ones Wellness Vision, the barriers in the way and therefore a way to identify achievable health goals through healthy habit formation. The platform features are:

- Personalized 1-2-1 Expert consultations - a 30 day consultation window provided to NIITians on stress, nutrition, mental and emotional wellbeing, sleep etc. where-in NIITians can share issues in confidence and get customized support from nutritionists, dieticians, health coaches and psychologists



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- Customized Diets and fitness plans
  - Guided mindfulness audio tracks
  - Courses, classes and trainings on Meditation, Yoga and health cuisines
  - Video and audio scapes for calming and de-stressing
  - Calorie and health vital trackers
  - Habit trackers
  - Wellbeing articles and video repository on a variety of topics including lifestyle disease condition management

**Partnering with renowned Hospitals enabling onsite checkups and dissemination of vital health information**

NIIT MTS has tied up with renowned Hospital chains namely Medanta, Fortis, Apollo who extend

- Complementary on-site check-ups and Health camps at the office locations
- Complementary Webinars both on-site and online on important and relevant themes with senior medical professionals presenting on a subject (based on the Theme for the month) curated to Corporate lifestyle issues followed by Interactive Q&A sessions
- Special initiatives for supporting the health themes for e.g. World Health Day, Mental Health Month, Heart Health month etc.

**Wellness Theme for the month**

NIIT MTS has a Wellness Theme for the month based on which a calendar of events are planned for that month which includes teaser mailers, contests, articles, live virtual webinars and allied interventions all aimed at creating awareness around the theme.

**NIIT MTS Digital Gym during WFH**

- To get NIITians initiated to a systematic rhythm of physical activity and boost wellbeing, NIIT MTS has introduced company sponsored subscriptions to Curefit.live (online, digital), any time any where fitness for self and family. The subscriptions are for a period of 3 months to be renewed as per requirement thereafter.



### **Tie-up with Doctors**

- Tie-up with a General Physicians for online consultations for NIITians at specially negotiated consultancy charges

### **Gymnasium Expense Reimbursement**

All NIITians who avail of Gymnasium, Aerobics, Zumba, Yoga and Swimming facility are eligible to receive a reimbursement of up to Rs.750/- per month on account of expenses incurred on monthly fees being paid towards these purposes

### **Take-a-break**

All NIITians who have completed 2 years of service with NIIT MTS, can avail the reimbursement of holiday expenses for self and dependent family members or the learning & development expenses towards any short-term courses, including hobby courses once annually. This facilitates and promotes rejuvenation of NIITians, as NIITMTS sponsors a part of their vacation or a hobby or a learning and development opportunity.

### **V-Support**

To help NIITians achieve well-being and balance in all aspects of their life or that of their family by sponsoring counsellor services for self & dependents (spouse & children) and financial assistance for adopting a child.

### **Executive Health Check- up**

A Cashless Comprehensive Executive Health checkup through enrolled partners, once a year for NIITians equal to or above 40 years of age and once in two years for NIITians equal to or above 30 years of age. This is facilitated by allowing for one day of special work-from-home, ('Fitness Day') on the day of the appointment. This ensures early detection and prevention of the rising tide of lifestyle diseases.

**While the key focus is on preventive and proactive measures to improve the health & wellbeing of NIITians, following are the policies and programs to take care of the medical and accidental exigencies**

### **Cashless Group Mediclaim Insurance**

All NIITians are covered under **Cashless Group Mediclaim Insurance**. The Policy provides Hospitalization expenses coverage incurred towards disease, illness or injury along with a host of options for self and dependents including parents. The policy provides for parental coverage, two parents in any combination between parent and parents-in-law. In addition it allows for coverage of pre-existing diseases from Day 1, floater benefits for critical illnesses and the option of upgrade of policy for higher sum insured annually



at the time to renewal of policy. Besides the NIITians can carry forward the same policy post retirement and enjoy continuity.

### **Group Term Life Insurance Policy**

A mandatory coverage for NIITian under **Group Term Life Insurance Policy** which provides for claims in the event of accidental, non-accidental deaths, Critical Illness or Disability claim and claims for Terminal Illness ensures financial security to the family & dependents of the NIITian

### **Group Personal Accident Insurance**

The Group Personal Accident Insurance provides for Insurance coverage for NIITians in case of accidents. This insurance cover is worldwide, 24 hours and for accidents only. Besides the Capital Sum Insured (CSI), it provides for payment of medical expenses up to 25% of the valid claim or 10% of CSI and other allied benefits for the NIITian. This is in addition to the Group Mediclaim Insurance cover for hospitalization and both can be claimed simultaneously.

### **MARKETING, REVIEW AND MONITORING OF THE INITIATIVES:**

The Insurance plans are reviewed annually and modified to incorporate any new conditions namely COVID and incorporate feedbacks from NIITians

The Webinars are carefully thought through and an indicative list of contents discussed with the Medical authorities such that the presentation is curated to the needs of a corporate workforce

The programs, the approach, the adoption and the efficacy are discussed during the monthly meetings

Regular communication is done to all NIITians around the various benefits, the initiatives, the events and allied programs.

Senior leadership participates via brief video recordings which are then shared with NIITians

### **ON-GOING EFFORTS:**

Success of a Wellness program is hugely dependent on factors like adoption and maintenance of healthy behaviors by NIITians, keeping overall health risks low and not contracting chronic diseases

NIIT MTS is constantly aiming at improvising the benefits to better facilitate healthy behaviors, improved disease management and prevention and working towards a healthier workforce

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NIIT MTS**

Version Number: Classification:  
Internal



MANAGED  
TRAINING  
SERVICES

**VERSION HISTORY**

S. No.	VER. No.	PREPARED BY	REVIEWED BY	REVISION DATE	APPROVED BY	RELEASE DATE	REASON FOR NEW RELEASE
1	1	Chitra Mondal	Sushil Kumar Behera	-	Sushil Kumar Behera	01-Jun-2023	Baseline version