

Comprehensive health, safety and wellness audit essay examples

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One of the organizations that has been included among Fortune's 100 Best Companies to Work For in 2013 is Wegmans Food Market with a rank of 5 . A brief historical overview of Wegmans revealed that the organization was actually established about 97 years ago in 1916 by John Wegman and named it Rochester Fruit & Vegetable Company . It had consistently been included among the best companies to work for since 1998 and was noted to have ranked number 1 in the year 2005.

A review of the benefits that Wegmans offer to the employees revealed that the organization was deemed exceptional in providing diverse opportunities to both part-time and full-time employees . The benefits package included the following: (1) “ affordable quality healthcare coverage; (2) dental coverage; (3) pre-tax spending accounts; (4) life insurance; (5) adoption assistance; (6) paid time off; (7) employee wellness programs; (8) disability benefits; (9) 401(k) retirement savings plan; (10) Wegmans retirement plan; and (11) scholarship competition” .

Therefore, Wegmans has always been recognized to provide health coverage to both full-time and part-time employees. Part-time employees were reported to be covered for as long as they have rendered a minimum of 20 hours per week or below the 30 hours per week standard . In addition, an employee wellness program was noted to include subsidized gym membership; as well as work-life balance programs which also include a job sharing program, compressed workweek, and telecommuting . The organization likewise promotes an “ Eat Well Live Well Program” through providing detailing eat well live well principles, providing nutrition facts of food items purchased and consumed, suggesting healthy recipes, and

promoting yoga as an alternative way to improve health.

However, the quality health care coverage at Wegmans have been under fire for allegedly announcing changes in coverage or eligibility for part-time workers . This was immediately clarified by Wegmans' spokesperson, Jo Natale, the director of media relations for the organization who averred that “ Wegmans will continue to offer health care benefits for part-time employees, but eligibility requirements will change. This change will not take effect for our existing part-time employees until 2015. We have met one on one with each impacted employee to reassure them and to let them know we are going to do everything we can to help them through these changes” (Stagnito Media, 2013, par. 3).

There was no explicit mention regarding safety benefits and any risks for work-related injuries in the work-setting. It could be assumed that any accidents or injuries sustained while working would already be covered by the health care program.

Since the organization has consistently made it to the top of the list of the best employers to work for, it could be deduced that the areas for comprehensive health, safety and wellness has been effectively addressed. However, any currently designed benefits program could still be improved by incorporating suggestions and comments of employees and other stakeholders who are most affected by these benefits. As such, despite the exemplary benefits, Wegmans could include fully paid sabbaticals, onsite child care, onsite fitness center, and explicitly designed safety policies and procedures that would significantly improve working and safety conditions.

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