

AUSTRALIA: AUSTRALIA

1. What is currently making news in your country when it comes to wellness or wellbeing?

Despite the Australian economy currently not providing any real certainty, there has been reasonable growth in the spa and wellness industry overall. At Peninsula Hot Springs we continue to experience approximately 10% growth in visitation year on year with all trends indicating that will continue through 2016.

There is about to be major growth in the hot springs business in Australia with at least three new players in Victoria about to invest in Hotsprings developments. We welcome the introduction of new Hot Springs offerings and look forward to working with them to develop a region famous for bathing and all that goes with it.

2. Please provide one sentence that describes what you think are important developments in your country for each of the following:

Spas: Making the experience unique and living up to the business purpose/promise

Wellness Tourism: Why travel to Asia for a life changing wellness experience when we have the environment and greater expertise right here in Australia.

Wellness Living Communities/Real Estate: People are choosing to live in a community based on their interest and the opportunities that it provides.

Beauty: The move towards treatments that have proven results

Fitness: Fitness is moving in a positive direction towards functional fitness that supports your lifestyle.

Nutrition: Too much sugar is the new smoking.

3. How would you describe the state of workplace wellness in your country?

I have noticed a greater emphasis on business supporting employees with mental health issues. We recently experienced a very successful RUOK day at Peninsula Hot

Springs. RUOK day encourages individual staff to check in on other staff to make sure they are ok. Our consulting psychologist spoke to the staff and encouraged people to talk about any stress, sadness or depression they are experiencing. As a result a number of staff reached out and we were able to get them professional help. I see generally the state of workplace wellness in Australia as improving greatly over the past 5 years as a result of both OH&S and Human Resources departments taking the employee health and wellness on as a departmental responsibility and developing relevant Key performance indicators. An example of that shift of emphasis is that it is no longer called Human Resources (HR) but instead referred to as People and Culture (P&C).

4. What has been the general attitude about investing in spa/wellness in your country in 2015? Specific examples?

I can see a very real philanthropic movement developing for very successful individuals to invest in wellness businesses to give something back to the community. Bharat Mitra who is the owner of Organic India has invested in Peninsula Hot Springs and describes business as a vehicle of consciousness. Yes he is a very successful businessman but his priorities reflect his purpose in life, which is to make a positive improvement in the lives of the community.

5. Whose responsibility is it to create a well world?

Everyone has a role to play creating a well world.

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