

MEDIA RELEASE**Bristol-Myers Squibb Achieves Aon Hewitt Best Employer 3rd Year Running**

MELBOURNE, AUSTRALIA – TUESDAY, 9TH JUNE 2015 – [Bristol-Myers Squibb Australia](#) today announced it has achieved Aon Hewitt Best Employer accreditation status for the third year running, delivering outstanding people practices and employee engagement levels.

Bristol-Myers Squibb was the only pharmaceutical company accredited as a Best Employer in Australia & New Zealand.

“Since achieving the Aon Hewitt Best Employers accreditation last year, the organisation has seen an improvement in attracting and retaining top talent. Maintaining our accreditation validates our initiatives and achievements, as well as inspiring us to do even better,” said Anthony Mancini, Managing Director at Bristol Myers Squibb Australia & New Zealand.

Aon Hewitt recognised recruitment and induction, employee engagement and motivation, and organisation culture as Bristol-Myers Squibb’s top three strengths, which sustained employee engagement levels across the board.

“The Bristol-Myers Squibb’s global mission is to discover, develop and deliver innovative medicines that help patients overcome serious diseases. To better achieve this mission, we have embedded a new vision created by a wide group of employees at different levels and functions– ‘transforming patient aspirations together every day’ – which has helped to drive even greater employee engagement and a strong sense of shared purpose.”

A Common Sense of Purpose Helps Engage Employees

Aon Hewitt noted how Bristol-Myers Squibb is effective in embedding a unified purpose in its organisational culture and connecting the roles of individual employees to purpose-driven outcomes, to help patients prevail over serious disease.

“Everything we do comes down to whether it is contributing to achieving our vision. Are we employing passionate people, are we making it easier through streamlined processes, are we externally focused, are we getting our medicines to patients as quickly as possible? Every team member understands and embraces the role they play in delivering that vision and achieving our shared purpose,” said Mancini.

Bristol-Myers Squibb ensures this purpose driven culture is visible to all employees. Communications across the organisation is a vital part of the process, ensuring the vision and business transformation are consistently delivered and truly resonate to keep its team inspired.

Taking care of our people

Bristol-Myers Squibb has also been applauded for its standout health and benefits programs for its employees. In addition to benefits like salary continuance insurance and an Employee Assistance Program, the organisation delivers a range of tailored health and wellbeing initiatives, such as the Living Well program.

“People are our most important asset and we want to find ways to increase productivity, satisfaction and engagement. Whether it's providing gym equipment, massages, games consoles or fitness classes, it’s important to provide health and well-being activities that support employees to do and be their best,” said Sara Giesen, Human Resources Director at Bristol Myers Squibb Australia & New Zealand.

Finding the Best Person for the Role

Bristol-Myers Squibb’s recruitment and training programs have also been recognised by Aon Hewitt as exemplary. The Human Resources team work closely with the company’s leadership team to ensure robust people plans are in place that cover key talent, critical roles, succession planning, capability gaps and developing new talent.

Additionally, the organisation makes significant investments in the ongoing development of its people, through internal leadership training, career development and job rotation initiatives, to provide opportunities for managers to develop their leadership capabilities.

“With a flat organisational structure, raising the profile of talented individuals across the business helps promote opportunities for cross-functional moves both locally and internationally, as such 38% of people within the company changed roles in 2014,” said Giesen.

“We want to give our employees every opportunity available to them. Not only does this build better engagement but it also increases employees’ understanding of the business and ultimately, superior outcomes for patients.”

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For further information and/or arrange an interview, please contact Ash Plaskett at PPR on 02 9818 0929 or ash.plaskett@ppr.com.au

About Bristol-Myers Squibb

Bristol-Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. For more information about Bristol-Myers Squibb, visit www.bmsa.com.au.

About the Aon Hewitt Best Employers program

Established in 1999, the Aon Hewitt Best Employers program offers a unique opportunity for organisations to demonstrate an ongoing commitment to its people. Companies that participate in the program must complete an Employee Engagement Survey, People Practices Inventory and interviews with the CEO and Human Resources Director.

To read the Bristol-Myers Squibb case study and learn more about the accreditation process, visit the Aon Hewitt [Best Employers hub](#).