

# The ideal kitchen layout to fuel their A-Game.

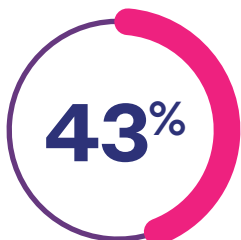


During an era of high inflation, rising costs and record low employment, having a well-stocked kitchen is an essential component of any workplace. Having a well-stocked kitchen can help fuel productivity and improve morale by demonstrating a company's commitment to the satisfaction of its employees.

Job satisfaction is well known to have a positive effect on employee retention, and this can start with a well-stocked kitchen and workplace lunchroom.

We conducted research in March 2021 with 650 Australian employees aged 18 years or over to find out just how important a well-stocked kitchen is and how it affects employee attitudes and behaviours<sup>1</sup>.

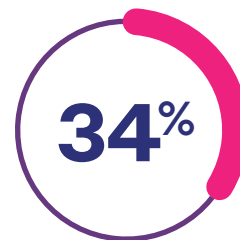
## Here's what we found out:



Australian workers with a well-stocked kitchen say they feel happier at work.



Say having a well-stocked kitchen makes them feel more appreciative of their workplace culture.



Say a well-stocked kitchen makes them feel that their employer values their contribution to the business.

During the year ending February 2022, 1.3 million people (9.5% of Australian employed people) changed jobs, the highest annual job mobility rate since 2021<sup>2</sup>. Here are some reasons why investing in a well-stocked kitchen makes commercial sense:

- Investing in a well-stocked work kitchen only costs on average \$37.68 per head.
- The true cost of replacing an employee can cost up to 1.5 times their annual salary<sup>3</sup>.
- Replacing a high-potential employee can cost up to 2-3 times their annual salary<sup>4</sup>.

<sup>1</sup> All figures, unless otherwise stated, are from YouGov. Total sample size was 650 Australian employees aged 18 years or older. Fieldwork was undertaken between 18 March – 21 March. The survey was carried out online.

<sup>2</sup> Australian Bureau of Statistics, 2022, 'Job mobility', <https://www.abs.gov.au/statistics/labour/jobs/job-mobility/latest-release#:~:text=1.3%20million%20people%20changed%20jobs,changing%20jobs%20during%20the%20year>

<sup>3</sup> Australian HR Institute, 2022, 'The role of HR in improving retention', <https://www.ahri.com.au/ahri-assist/recruitment-and-retention/retention/the-role-of-hr-in-improving-retention>

<sup>4</sup> Financial Review, 2021, 'The real cost of losing a star performer', <https://www.afr.com/work-and-careers/careers/the-real-cost-of-losing-a-star-performer-20200217-p541go>

Speak to your Winc Account Manager for more information on how we can support your workplace and fuel their A-Game.



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Although it may not be immediately apparent, the architecture of your kitchen is critical to workplace productivity. Here are some of our top suggestions:

## Hydrate at any time

Staying hydrated is vital to the health of all employees. Water filter systems are a must-have in the workplace and convenient placement can improve efficiency and boost productivity as employees take less time to refill their bottles. Additionally, placing filtered water taps in highly frequented areas is perfect for replenishing hydration levels as well as a quick chat with coworkers.

## Ideal employee-to-seat ratio

Maximise your kitchen space by finding out the ideal amount of furniture needed for your kitchen. While there's no one-size-fits-all method, conducting a survey to determine office occupancy is an effective way to optimise the use of your workplace kitchen. Providing enough chairs and tables enables employees to easily participate in the discussions while also creating an open space for people to share ideas and form strong work relationships.

## The right type of furniture

Equip your workplace kitchen with comfortable and accessible furniture options that allow for collaboration and casual interaction. Consider incorporating a range of high-top tables and bar stools that are perfect for lunchtime socialising as well as discussions with coworkers. This can improve company culture and enhance social wellbeing.

## Stay up to date

Despite their unassuming look, workplace noticeboards are an effective communication tool. It provides your workplace with the opportunity to improve internal communications by keeping team members connected with important company news and other updates. Place in a communal area around the kitchen space for optimal visibility. Add your health and safety information, wellbeing documents, and fire safety updates that might otherwise be lost in the clutter of an inbox.

## A well-stocked snack station

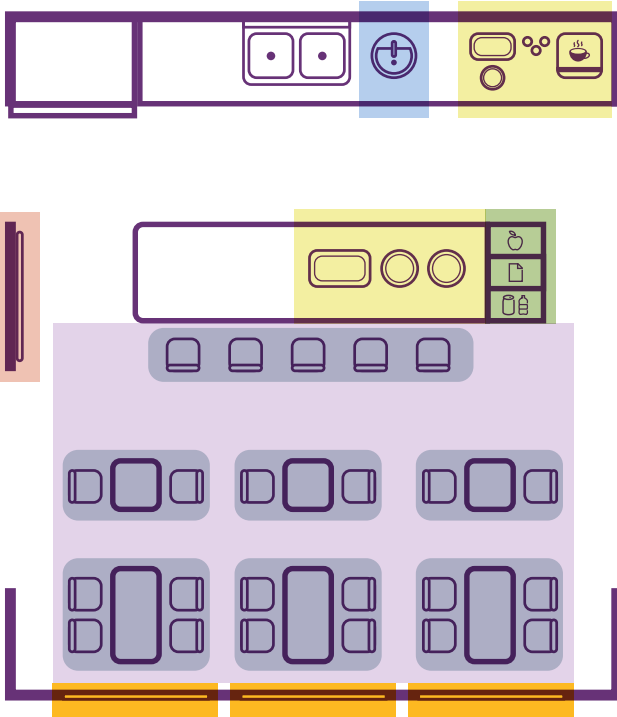
Maintaining a well-stocked snack station is integral to keeping your employees happy and productive throughout the day. Placing healthy snacks in open spaces allows for easy access and facilitates casual office conversations. Install a coffee station in a prominent location to prevent the afternoon slump.

## Adequate lighting

The kitchen space that is bright and open reflects a positive working environment. Natural lighting can not only boost your employees' productivity and morale, but it also has a positive effect on physical and mental wellbeing. Creating more areas where natural sunlight is accessible can increase exposure to vitamin D and elevate serotonin levels.

## Encourage sustainable practices

Your workplace kitchen is the perfect opportunity to promote your organisation's commitment to sustainability. Identify disposal points and place recycling bins in conveniently located areas where people can easily discard their items.



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