

# Best Product or Technology Solution

Winner

Apiary Life



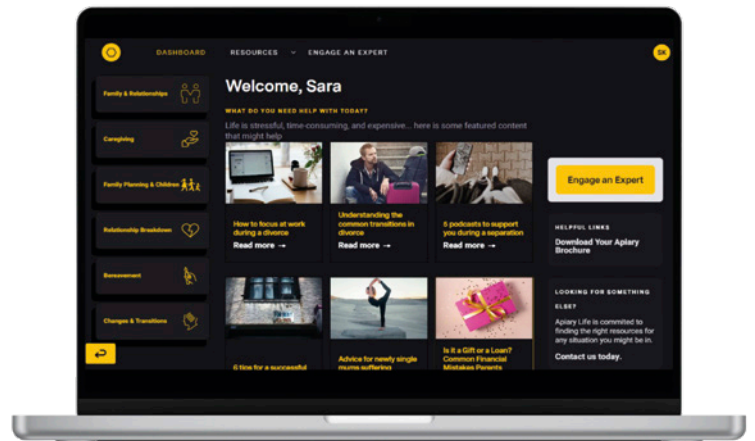
This category recognises the use of a product or technology which assists organisations with their workplace mental wellbeing programmes

Apiary Life is a life management platform that focuses on solving complex problems and completing time-consuming tasks for employees in their personal and professional lives. It provides personalised guidance, bespoke resources and targeted “hands-on” administrative and logistical support to individuals navigating life’s changes and transitions, including family and relationships, caregiving, serious illness, special needs and end-of-life planning and bereavement. Apiary matches employees with a dedicated advocate and expert personal assistant – saving them time and money and improving their emotional, financial and physical wellbeing.

In one instance, an employee (X) passed away without having made a will. X had an unmarried partner (Y) – who worked at the same business – and two young children. Y was overwhelmed by trying to manage the estate while also grieving herself and supporting her children. X was central to the business and his death affected many of the workforce. Y felt unable to cope and took a leave of absence.

For the company, Apiary Life provided support and guidance to HR leaders about how to navigate the death of a colleague and offered group grief support webinars and signposting to therapists for staff.

Apiary connected Y with one of its experts, who was a former probate solicitor. The

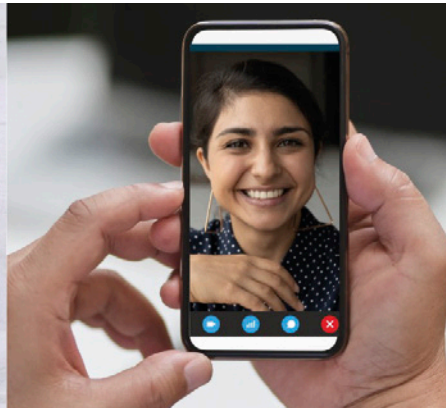
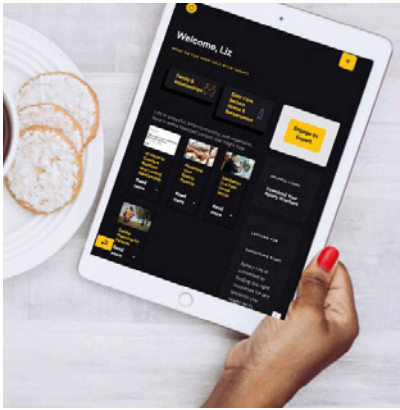


Apiary Life’s life management platform gives people access to expert advice in order to help them tackle the admin involved in negotiating difficult times

expert supported Y through registering X’s death, arranging his funeral, drafting an obituary and the steps needed to administer the estate. In addition, as an inquest was required, the expert educated Y on what to expect, removing fear from the process.

The expert also educated Y about the process when someone dies intestate and who was likely to be considered next of kin. Given the legal complexities, the expert introduced Y to a solicitor in the Apiary Hive to advise her on the necessary process, as well as provided all information and figures to the solicitor in advance, saving Y significant time and money.

In another case, an employee was diagnosed with a degenerative neurological →



disease and given a limited life expectancy. She wanted to continue to work for as long as possible. Apiary connected her with one of its experts and together they agreed and created an action plan.

First, the expert advised her about the support the government and local charities offer to people in her situation, as well as providing her with targeted and bespoke resources and guidance notes about other benefits and options available to her. Because the employee's home needed to be adapted to allow wheelchair access, the expert applied for local authority and charitable grants and got quotes and availability from local tradesmen for the work. Over time, as she required additional support at home, the expert helped her to apply for a needs assessment at home.

To facilitate her continuing to work, the expert helped find carers to support her working at home and also investigated the availability and cost of long-term residential care, preparing a comparison document for her to consider. Finally, the expert guided her through end-of-life planning.

## Achievements

The judges praised the bespoke nature of Apiary's offering, saying it "seems to be really useful and impactful when you're in a moment of crisis".

In both cases Apiary's assistance delivered reduced stress and improved employee loyalty towards their employer, while also saving users legal fees and boosting staff productivity by reducing leaves of absence or allowing them to continue to work. The judges called it "outstanding. Impressive in concept, scope and delivery". ■

## Judges' comments

+ There is a gap in the market for this – being in the sandwich generation, it is incredibly inspiring.

+ I was immediately drawn to this because of the challenges that my team faces.

+ What would have happened if Apiary wasn't there? The ripple effect of not having this in place would have just come back into the workplace. This was practical. The ripple then doesn't come back into the workplace in a way that gives grounding.

+ It's the bespoke nature that's the selling point

## Highly Commended

→ Make Real & Lloyds Banking Group

## Shortlisted

→ Mental Health at Work CIC