

healthier work



CASE STUDY: Belconnen Physiotherapy Clinic

Name and position of person completing the survey:

David Selems
Practice Manager
Belconnen Physiotherapy Clinic

Number of employees within the organisation:

11

Brief description about the organisation:

Belconnen Physiotherapy Clinic provides a comprehensive Physiotherapy service to the North Canberra region. We specialise in Spinal, sports and Musculoskeletal Physiotherapy, Aquatic Physiotherapy, Clinical Pilates and Pain Management.

"We have a point of difference to add as an employer (staff have commented that they have never worked anywhere that has had this type of program)"

Why did your organisation start a workplace health and wellbeing program?

We started a workplace health and wellbeing program at the Belconnen Physiotherapy Clinic as we were looking for a program that would encompass both staff happiness and health with team building and staff retention.

What did the organisation do to get a health and wellbeing program started?

We had Adrian from the Healthier Work Team come out and do a workplace assessment. He provided us with a report and a list of recommendations of how and what we could do to implement the program. We followed the set up guide and used the 'Summary Quick Tips' sheet to add things to our program that could be done immediately.

Were there any barriers that had to be overcome to get the program started? If so, how did you achieve this?

The main barrier to overcome was the staff involvement. It is sometimes difficult to

implement a new program as the staff see it as 'one more thing they must get done'. We overcame this

barrier by holding a 'Healthier Workplace' meeting where we discussed the program and encouraged staff to become 'workplace champions'. Staff were surprisingly very receptive once the program was outlined and we had four staff put their hands up to implement initiatives.



Health and Wellbeing Case Study

What were some of the initial strategies of your health and wellbeing program?

We started very simple with our initial strategies and implemented the things we could do immediately and with little or no cost. We organised five initiatives.

1. Nutrition Australia to come out and deliver a cooking class
2. Staff volunteered to take turns bringing a healthy home cooked snack to our team meetings
3. 20-30min exercise class that we hold once a week.
4. Arranged for a fresh fruit box in our kitchen area to be available free of charge to our staff
5. 20-30min Mindfulness meditation session that we hold once a week

While all the strategies have been effective the two that have had the greatest effect on staff participation have been the exercise class and the Mindfulness meditation sessions.

What are some of the benefits that have been achieved as a result of your organisations health and wellbeing program?

Some of the benefits that we have achieved are

- Two staff members have lost weight
- Staff have commented on their increased fruit intake (it is amazing how when fruit is on offer people eat more – Staff love the free fruit!)
- We have a point of difference to add as an employer (staff have commented that they have never worked anywhere that has had this type of program)
- The group meditation and exercise sessions have been great for both physical and mental health. Also great team building.

What has the return on investment been since implementing your health and wellbeing program?

It is early days of the program so no measure of return on investment statistics as yet. Staff engagement and levels of enthusiasm for the program are high.

For more details on Belconnen Physiotherapy Clinics health and wellbeing program contact:

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If you would like to share your organisation would like to share its health and wellbeing experiences with other workplaces, please contact the Healthier Work team by emailing healthierwork@act.gov.au or phoning 02 6205 1596.