

Proactive steps for managing staff stress

Canberra Racing Club – 20 staff

Administering all aspects of Thoroughbred Park from their marketing, racecourse management to their catering and events management.

According to Canberra Racing Club Commerce, Risk and Finance manager, Andrew Clark, the health and wellbeing of the Club's workers has always been imperative to the success of the business. The busy times at Canberra Racing Club inevitably get very stressful as all hands are required on deck to create memorable race day experiences for patrons.

"We were already considering ways to address stress management during our two peak periods throughout the year (Melbourne Cup weekend and Black Opal Stakes day) when we received a letter from Healthier Work," Andrew says.

The timing was perfect, and the team contacted Healthier Work to help develop a health and wellbeing strategy.

"Healthier Work suggested we get the staff to drive the program," Andrew says. "So we asked the team to come up with a list of activities at a meeting and then vote from the list. The most popular activities were then incorporated into our 12-month plan."

Canberra Racing Club is now providing fruit for staff, running a pedometer challenge, and encouraging workers to take mini breaks during the day.

"We're also utilising our facilities by starting walking groups to walk around the race track!"

Andrew is expecting some day-to-day benefits, but also a more resilient and supportive approach for staff in the peak periods.

"We are hoping to see improvements to morale and general wellbeing, particularly following major events when we have previously experienced higher levels of absenteeism, stress and 'burn out'," says Andrew.

"With the activities targeting healthier eating and more physical activity during the work day, we also hope to see some improvements to productivity due to increased energy levels."

This more formal approach to creating a 12-month plan, with achievable, and even fun activities, seems to be nothing but great for business at the Canberra Racing Club.

"I would recommend this for any business," Andrew says. "The Healthier Work team were great in helping us develop our plan, and it feels good to know that our workplace is now Healthier Work Recognised for its commitment to our staff."



Healthy Eating



Be Active



Social and
Emotional Wellbeing



Reduce Alcohol Use



Smokefree

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