



ACT
Government

healthier
work

HELPING PEOPLE AND
BUSINESS THRIVE

CASE STUDIES 2017-18



SENIOR LEADERSHIP PARTICIPATION IMPROVES STAFF ENGAGEMENT

Epicon IT Solutions – 68 staff

Epicon has drawn on their extensive IT experience to develop the world's first integration business completely dedicated to unifying IT management systems.

To get their health and wellbeing plan started, Epicon IT Solutions established a committee to seek ideas from employees. They wanted to know what was important to staff and importantly, what they would actually participate in. They then developed a 12-month plan that included supplying fresh fruit instead of biscuits, a pedometer challenge, a walking club and social footy.

"We also included Dry July because it helped us raise a considerable amount for charity," says Sonia Lynch, Head of HR. "Our step challenge was successful because people became very competitive and the improvements were great."

Epicon learnt early on the importance of getting senior members of the organisation actively involved to show others the value of participating in the initiative.

"We overcame an initial lack of engagement by having the leaders of the organisation taking part and demonstrating their commitment to the program," says Sonia. "Then we also increased the communication around the plan."

Already, Epicon has seen an improvement in staff engagement, reduced absenteeism and an increase in productivity.

"At Epicon we are one big family, and like a family, we are there for each other, so it was only natural that creating a healthier workplace should be important to us," explains Sonia. "We wanted a program that could engage and motivate people.

"It takes commitment, perseverance and senior support to get a program off the ground and constant communication to keep it alive," says Sonia.

