

# Workplace Health Evaluation Overview



**ACT**  
Government

healthier  
work

Process Evaluation Ongoing	Impact / Outcome Evaluation			Learnings & Sustainability Ongoing
	Short Term 1 year	Medium Term 1 - 2 years	Longer Term 3 - 5 years	
<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Implemented as planned.</li> <li>• Quality assured.</li> <li>• Appropriate for participants' needs &amp; interests.</li> <li>• Effective coordination.</li> <li>• Effective engagement.</li> <li>• Efficiency.</li> <li>• Reach as planned.</li> <li>• Equity of access.</li> </ul>	<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Changes in engagement &amp; participation rates.</li> <li>• Changes in team cohesion.</li> <li>• Changes in staff awareness of chronic disease risk factors.</li> <li>• Outcomes valuable for participants &amp; employers.</li> </ul>	<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Short term indicators</li> <li>• Changes in attitudes, knowledge &amp; behaviours.</li> <li>• Changes in workplace environments (policies, facilities, culture).</li> <li>• Changes in retention, job satisfaction, productivity.</li> <li>• Changes in corporate image.</li> <li>• Outcomes valuable for participants and employer.</li> </ul>	<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Short &amp; medium term indicators.</li> <li>• Changes in workers compensation premiums.</li> <li>• Changes in sick leave, injuries, workers compensation claims.</li> <li>• Outcomes valuable for participants &amp; employer.</li> </ul>	<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• What barriers &amp; enablers made a difference to outcome?</li> <li>• What skills of coordinator, champions, committee maximised program outcomes?</li> <li>• Can program be sustained with available resources?</li> <li>• Other learnings.</li> </ul>
<p><b>Data sources</b></p> <p>Collected by Coordinator</p> <ul style="list-style-type: none"> <li>• Monitoring.</li> <li>• Project reports.</li> <li>• Record of quality frameworks used.</li> <li>• Needs assessment findings.</li> <li>• Records of participation.</li> <li>• Records of engagement strategies.</li> <li>• Post activity reports &amp; evaluation.</li> <li>• Profile of workers &amp; participants.</li> </ul>	<p><b>Data sources</b></p> <p>Collected by Coordinator</p> <ul style="list-style-type: none"> <li>• Post activity evaluation.</li> <li>• Records of participation.</li> <li>• Employee surveys.</li> <li>• Formal &amp; informal staff &amp; management feedback.</li> </ul>	<p><b>Data sources</b></p> <p>Collected by Coordinator &amp; Corporate Services. Decide who analyses e.g. committee, management.</p> <ul style="list-style-type: none"> <li>• Post activity evaluation.</li> <li>• Employee surveys.</li> <li>• Workplace audits.</li> <li>• Culture surveys.</li> <li>• Interviews with management.</li> <li>• HR records on retention &amp; attraction.</li> </ul>	<p><b>Data sources</b></p> <p>Collected by Coordinator &amp; Corporate Services. Decide who analyses, e.g. committee, management.</p> <ul style="list-style-type: none"> <li>• Post activity evaluation.</li> <li>• Employee surveys.</li> <li>• Workplace audits.</li> <li>• Culture surveys.</li> <li>• Interviews with management.</li> <li>• HR &amp; Work Safety records on sick leave claims, injuries &amp; workers compensation.</li> </ul>	<p><b>Data sources</b></p> <p>Overseen by coordinator with input from management and staff.</p> <ul style="list-style-type: none"> <li>• Interviews with various parties.</li> <li>• Committee and management review.</li> <li>• Coordinator notes and reflections during program.</li> <li>• Employee surveys.</li> </ul>

Program activities are monitored throughout against action plan, using data such as records of activities, participant numbers, policies developed and structural changes.