Workplace Health Evaluation Overview

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**Process Evaluation**

**Indicators**
- Implemented as planned.
- Quality assured.
- Appropriate for participants’ needs & interests.
- Effective coordination.
- Effective engagement.
- Efficiency.
- Reach as planned.
- Equity of access.

**Data sources**
- Collected by Coordinator
  - Monitoring.
  - Project reports.
  - Record of quality frameworks used.
  - Needs assessment findings.
  - Records of participation.
  - Records of engagement strategies.
  - Post activity reports & evaluation.
  - Profile of workers & participants.

**Impact / Outcome Evaluation**

**Short Term**
- 1 year

**Medium Term**
- 1 - 2 years

**Longer Term**
- 3 - 5 years

**Indicators**
- Changes in engagement & participation rates.
- Changes in team cohesion.
- Changes in staff awareness of chronic disease risk factors.
- Outcomes valuable for participants & employers.

**Data sources**
- Collected by Coordinator
  - Post activity evaluation.
  - Records of participation.
  - Employee surveys.
  - Formal & informal staff & management feedback.

**Indicators**
- Short term indicators
  - Changes in attitudes, knowledge & behaviours.
  - Changes in workplace environments (policies, facilities, culture).
  - Changes in retention, job satisfaction, productivity.
  - Changes in corporate image.
  - Outcomes valuable for participants and employer.

**Data sources**
- Collected by Coordinator & Corporate Services. Decide who analyses e.g. committee, management.
  - Post activity evaluation.
  - Employee surveys.
  - Workplace audits.
  - Culture surveys.
  - Interviews with management.
  - HR records on retention & attraction.

**Indicators**
- Short & medium term indicators.
- Changes in workers compensation premiums.
- Changes in sick leave, injuries, workers compensation claims.
- Outcomes valuable for participants & employer.

**Data sources**
- Collected by Coordinator & Corporate Services. Decide who analyses, e.g. committee, management.
  - Post activity evaluation.
  - Employee surveys.
  - Workplace audits.
  - Culture surveys.
  - Interviews with management.
  - HR & Work Safety records on sick leave claims, injuries & workers compensation.

**Learnings & Sustainability**

**Indicators**
- What barriers & enablers made a difference to outcome?
- What skills of coordinator, champions, committee maximised program outcomes?
- Can program be sustained with available resources?
- Other learnings.

**Data sources**
- Overseen by coordinator with input from management and staff.
  - Interviews with various parties.
  - Committee and management review.
  - Coordinator notes and reflections during program.
  - Employee surveys.

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

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