



ACT
Government

healthier
work

HELPING PEOPLE AND
BUSINESS THRIVE

CASE STUDIES 2016-17

SILVER

STAFF THRIVE WITH A HEALTHIER APPROACH

Early Childhood Australia – 42 staff

Early Childhood Australia (ECA) has been a voice for young children since 1938. They are the peak early childhood advocacy organisation, acting in the interests of young children, their families and those in the early childhood field. ECA advocates to ensure quality, social justice and equity in all issues relating to the education and care of children aged birth to eight years.

While they actively promote the need for young children to continually thrive and learn, ECA wants the same for adults too – including their own staff.

“ECA want to model what we promote,” says Shawn Richards, Senior Application Developer at ECA. “Having a healthy and happy workplace supports everyone’s mental and physical health, and this leads to better outcomes and higher performance at work and in the rest of one’s life.”

Their first health and wellbeing plan took a little while to get off the ground, but they now find they’ve gained momentum.

“This year it feels like its rolling out relatively effortlessly,” says Shawn.

That’s because of the systems they have put in place, including a WHS committee to drive the plan and plenty of support from all levels of management.

“We have a new health and wellbeing theme every month on our calendar, and updates in our staff newsletters,” explains Shawn. “We also have a budget for specific health and wellbeing activities and training programs for staff.”

Their plan includes participating in Ride to Work Day, Altruistic April – where they fundraise for young children in Nepal – and healthy eating month in February.

“We have had a great time putting the plan together and working through it with staff,” says Shawn. “The organisation is benefitting from healthier and more motivated people.”

