



ACT  
Government

healthier  
work

HELPING PEOPLE AND  
BUSINESS THRIVE

CASE STUDIES 2016-17

SILVER

## TAILORED TO STAFF INTEREST AND BENEFIT

### *Goodwin Aged Care Services – 520+ staff*

*Goodwin Aged Care provide residential and community care to the elderly. They also run a wellness centre and provide physiotherapy, dental and podiatry services.*

Goodwin Aged Care has offered incentives as part of their two health and wellbeing plans, aimed at encouraging staff to focus on self-awareness and improvement.

“We try to work around employee interest and benefit, while also acknowledging the impact on productivity,” says Toral Modi, Goodwin’s Wellbeing and Rehabilitation Advisor.

These personal interests are captured through staff discussions and by considering the nature of the workforce, which is in excess of 500 people who juggle shift work hours.

“We want to improve employee wellbeing at work,” says Toral. “So for those sites who score zero lost days due to injury, the team receives a healthy food reward for a lunch or afternoon tea at their facility.”

Some of their other initiatives include on-site meditation sessions, a healthy barbecue, a presentation from the National Heart Foundation, promoting the use of stairs, and using a simple ‘Thank You’ board to acknowledge great deeds and performance.

“We also have a multicultural food festival where everyone brings a traditional dish and we raise funds for a good cause,” says Toral.

So far, the activities have improved staff morale and reduced lost time and cost due to injury or illness.

“The Healthier Work concept is good for the wellbeing of employees and also for their long term retention,” says Turin Prasantha, Goodwin’s Manager, People and Culture. “It’s an amazing ideology for creating a better workplace.”

