



## A FLEXIBLE PLAN FOR A SMALL TEAM

### *PJ Shaw & Associates Pty Ltd – four staff*

*PJ Shaw & Associates Pty Ltd is dedicated to providing solutions for builders and property owners to ensure minimal disruption to operations and maximise the value of their investment. They offer comprehensive surveying services and expertise in all facets of land and property surveying.*

Within a smaller team, there are elements of a health and wellbeing plan that are simpler to implement. For instance, getting staff feedback can be as easy as a quick chat.

The challenge is making sure everyone’s still involved when the workload is high and all hands are on deck.

“Finding the time to take part in activities when the workload gets very busy is the main challenge,” says Office Manager Sarah O’Callaghan. “To overcome this, we are flexible with activities and we attempt them when time is available.”

Since formalising their approach to a healthy office, their initiatives have been quite successful, with the team walking around Kingston each day and participating in the Million Paws Walk. Staff are also encouraged to eat lunch away from their desks and they promote positive and helpful messages about mental health.

“Work/life balance is maintained and staff enjoy coming to work,” says Sarah. “Getting the whole team out for a walk or team coffee helps with much needed breaks.”

This simple and flexible approach to health and wellbeing in the office also helps with staff retention and productivity.

“It’s very easy to make small changes,” says Sarah. “Just be flexible with your plan.”

