“It gives me great pleasure to produce the Healthier Work Case Study Book annually, which provides evidence on the benefits workplaces across the Territory have gained through their support from the Healthier Work Service.

Throughout the year, Michael Shaw and I have continued to support workplaces through group mentoring lunches, on-site training and presentations, online forums, newsletters, an online workplace health and wellbeing score card, the ACT Online Health and Wellbeing Survey and networking breakfasts.

I invite you to join the Healthier Work Recognition Scheme so you too can take advantage of the benefits Healthier Work Recognised workplaces receive.”

Christine Spicer
Manager, Healthier Work
HEALTHIER WORK RECOGNISED WORKPLACES FOR 2016–17

The following Canberra workplaces were formally Recognised by Healthier Work for their commitment to creating a healthier workplace for their staff this financial year.

Congratulations to our Gold Status businesses who are now well into their third year of health and wellbeing activities.

Businesses that have achieved Silver Status are into their second year of tailored activities for staff.

Businesses classified as Recognised are in their first year of their Healthier Work activities.

This booklet highlights the ideas and approaches used by workplaces to create a healthier environment.

Third Year Gold Status businesses are featured first, then Second Year Silver Status businesses, followed by First Year Recognised businesses.

Foreword 5
Healthier Work – what’s in it for you? 7

Third Year Gold Status

AIATSIS: Maintaining interest and momentum 9
Barmco Mana McMurray: Inventive activities to motivate 11
Campbell High School: Snapshot 12
Capital Chemist Wanniassa: Personal and professional benefits 13
Civium Property Group: Snapshot 14
Delnas Metal Roofing: Pride in their workplace 15
Greening Australia: Snapshot 16
Master Builders ACT: Keeping health top-of-mind 17
PhysioSport O’Connor: Fruit delivery keeps snacks healthy 18
Richardson Primary School: Keeping teachers energised 19

Second Year Silver Status

AccessHQ: Creative activities to keep everyone involved 20
Animal Health Australia: Plant the healthy seed 21
Arrow Facilities Management: Supporting tradie morale 23
Bradley Allen Love Lawyers: Breaking down barriers through team bonding 24
Canberra Endodontics: Snapshot 25
Canberra Labor Club Group: A common purpose improves comradery 26
Canberra Prosthodontics: Refine activities each year to suit 27
CIT Health Community & Science: A healthier community 28
Department of Human Service CIO Division: Snapshot 29
Early Childhood Australia: Staff thrive with a healthier approach 30
Goodwin Aged Care Services: Tailored to staff interest and benefit 32
Griffin Legal: Learning to manage stress as a team 33
Housing Industry Association – HIA (ACT/SNSW): Being healthy is everyone’s responsibility 35
Kennards Hire: A sincere focus on being a better employer 36
Lend Lease (ACT): Snapshot 37
Moulis Legal Pty Ltd: Keeping it in the family 38
National Capital Private Hospital: Variety of activities for a large team 39
National Healthcare Services | National Nursing Agency | National Community Care:
  Team wellbeing is the first priority 41
Novotel Canberra: Making it fun! 43
OPC IT Pty Ltd: Building on successes 44
Pharmacy Guild of Australia: Healthy plan keeps the team focused 45
QBE Workers Compensation ACT: Snapshot 46
Ruiz Constructions: Snapshot 47
Sportsmans Warehouse: Selling active by being active 48
Synergy Group: Getting on board for a better life 49
The Tradies: Snapshot 50
University of Canberra – Pharmacy Discipline: Snapshot 50
UNSW Canberra: Continual refinement based on feedback 51
Vikings Lanyon: Snapshot 52
Wizard People: Snapshot 52

First Year Recognised Status
Australian College of Mental Health Nurses Incorporated: Living and breathing their values 53
Australian Nursing & Midwifery Accreditation Council: Snapshot 54
Barton Private Hospital: Snapshot 54
Calvary Deakin: Snapshot 55
Capital Chemist Charnwood: Snapshot 55
Capital Chemist Southlands: Snapshot 56
Casino Canberra: Snapshot 56
Communities@Work Head Office: Snapshot 57
contentgroup: Stepping up for health 58
Datacom: Snapshot 59
DFK Everalls: Snapshot 60
Gordon Primary School: Making health a regular part of the conversation 61
Heart Foundation ACT: Snapshot 62
Independent Property Management: Creating a culture of wellness 63
Learning, Teaching and Early Childhood Branch – Education: Snapshot 64
Lifeline Canberra: Snapshot 64
Mobility Matters Pty Ltd: Strengthening social cohesion 65
National Archives of Australia: Snapshot 66
Nexus Human Services: Making wellbeing fun 67
Office of Parliamentary Counsel: Staff input ensures success 68
PJ Shaw & Associates Pty Ltd: A flexible plan for a small team 69
Radford College: Snapshot 70
SMS Management & Technology: Promoting healthier options 71
SPOC Landscapes: Everyone needs a break 72
Tailored Accounts: Staff engagement the biggest win 73
Tuggeranong Child Care & Education Centre: Snapshot 74
Vikings: Snapshot 74
Woden Community Service: Self-care for body and mind 75
FOREWORD

The ACT Government is committed to supporting business in Canberra to develop a healthy and thriving economy and encourage future growth.

A key element for this growth is a healthy and productive workforce. Workplaces play an important role in shaping the lifestyle of adults, most of whom spend about half their waking hours at work. Evidence shows that healthier workplaces enjoy the benefits of higher productivity, lower absenteeism and better staff morale.

I am delighted to see so many ACT businesses being proactive and developing positive, supportive work environments because of Healthier Work. Throughout this publication, you’ll be able to follow the journey of 40 Canberra businesses, from large to small and NGOs, to public and private businesses, who have implemented simple, low-cost, creative and practical activities to foster and embed a healthier and happier workplace culture.

Chronic disease risk factors – such as smoking, alcohol misuse, poor diet, physical inactivity and unhealthy weight – are a daily reality for 96 per cent of working-age Australians¹.

Many risk factors are preventable and businesses can play a key role and reap the benefits of reducing chronic disease risk factors in their workforce.

Healthier Work Recognition is our way to encourage and acknowledge the commitment shown by workplaces in the health and wellbeing arena. By signing up to a 12-month health and wellbeing plan, each workplace can tailor their plan to their individual requirements, all while receiving one-on-one support from Healthier Work at no cost.

Healthier Work established the Recognition Scheme in 2014 and as a result 110 workplaces have become Recognised by committing to a 12-month health and wellbeing plan. Of these, 53 have moved onto Silver Status, which has involved evaluation of their initial 12-month plan and using that data to create a second year plan. Impressively, 20 have progressed onto Gold Status which requires a workplace to outline which health and wellbeing initiatives have been embedded into their work environment. This also involves conducting an evaluation of their program and creating an additional 12-month health and wellbeing plan.

1. Australian Institute of Health and Welfare 2010, Risk factors and participation in work, Cat. no. PHE 122, AIHM, Canberra.
In 2016–17 Healthier Work awarded 45 businesses with Recognised Status, 33 workplaces with Silver Status and 10 workplaces have received Gold Status.

During the year, Healthier Work introduced an innovative initiative for workplaces with over 200 staff titled Recognition XL. As part of this initiative, Healthier Work delivers free in-house training to allow for the professional development of staff, enabling them to gain the skills to implement health and wellbeing initiatives across different sections of their organisation. The initial five workplaces that have successfully adopted this important initiative for their workforce and have become Recognition XL workplaces are:

- The Vikings Group
- National Archives of Australia
- Questacon – The National Science and Technology Centre
- National Library of Australia
- Woden Community Services.

I invite you to read about the great variety of health and wellbeing activities that businesses just like yours have invested in. This investment in your staff is a great low cost program with enormous benefits for your individual staff members, your teams and ultimately your business.

I hope that the ideas and journeys in this book inspire you to take that first step on the Healthier Work journey.

Greg Jones
ACT Work Safety Commissioner

---

*The cost of presenteeism was estimated at $34.1 billion in 2009–2010.*

Economic Modelling of the Cost of Presenteeism in Australia: 2011 Update
Econtech (2011)
HEALTHIER WORK – WHAT’S IN IT FOR YOU?

You can access support and resources from Healthier Work to establish your health and wellbeing plan and maintain momentum with its implementation. All resources are free.

**GETTING STARTED**

**STEP BY STEP TECHNIQUE TO CREATE A HEALTHIER WORKPLACE**

**GET STARTED**

Commitment from management

**GET ORGANISED**

Find your champion/start a working group

**GET INFORMATION**

What do workers want/need? What facilities are available?

**PLAN IT**

What? When? How?

**CONTACT HEALTHIER WORK AT ANY STAGE**

**DO IT**

Let staff know how to be part of it

**CHECK IT**

How is it going?

**REVIEW IT**

Did it work?
ABOUT RECOGNITION XL

Healthier Work has a specific strategy to assist large workplaces, generally with 200+ employees. Our six-step plan allows for training to be conducted by Healthier Work at your workplace. At the completion of the in-house training, each participant will:

- understand the best practice in developing a health and wellbeing program across their department
- be informed of the benefits for both the employer and employee of having a 12-month health and wellbeing plan in place
- be able to assist their area/department to develop a 12-month health and wellbeing plan.

Staff health and wellbeing programs should not be viewed as a cost to the organisation, but rather as a long term investment.
The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) is a world-renowned research, collections and publishing organisation. They promote knowledge and understanding of Aboriginal and Torres Strait Islander cultures, traditions, languages and stories from the past and present.

With their long-term commitment to creating a healthier workplace, the AIATSIS team understand what it takes to maintain the momentum of their health and wellbeing plan.

“The main challenge we face is that the same staff carry the activities," says Amit Barkay (pictured), Facilities Coordinator at AIATSIS. “This can be tiring and sometimes makes it hard to stay motivated, especially after the excitement of the first year.”

“We try to overcome this by matching activities which are close to the hearts of our supporters.”

This tailored approach ensures the coordinator of activities has the passion and enthusiasm to bring others on board.

Having plenty of people involved also helps to share the responsibilities and keeps everyone motivated.

“The number one piece of advice I would give is to find a way to engage as many helpers as you can," says Amit.

He also suggests talking with staff before you commence each plan to get their input about what they would like to see in the plan, and what they would actively participate in.

This year, the team focused on bike riding and swimming challenges, as well as mental health first aid training.

Their most successful programs are the AIATSIS Football Club, where a great team spirit has been established, as well as the creation of a keen cycling ‘community’.

“Our expansion to a second location meant staff could commute between sites on their own bikes or our AIATSIS E-bikes," explains Amit. “We are seeing a slow yet steady increase in staff taking to cycling, so we’re improving our cycling facilities and offering seminars.”
The support from staff and management has kept AIATSIS committed to a healthier workplace for three years. “We’re keen to create a better working environment, a place where staff enjoy work, build friendships, and improve their physical and mental health,” says Amit. “Since being part of Healthier Work, we have noticed an increase in staff morale, as well as a reduction in those who identify as smokers, overweight or depressed in our annual survey.”

Give it time and persistence and you can achieve significant benefits for your employees, as well as healthy returns for your business.

Conduct a simple workplace health audit to identify one or two things that you can change in your workplace to make it more supportive of healthy behaviours.
Barmco Mana McMurray offers consulting expertise in projects, commercial buildings, specialised engineering services and related activities within the property and construction industry in ACT and surrounds.

A drive to keep their team healthy and motivated, both at work and at home, has kept Barmco Mana McMurray engaged in health and wellbeing activities for three years – earning them gold status with Healthier Work.

The team continually finds inventive and interesting ways to work together in a healthier way.

“We now do more stand-up or walking meetings,” says Leah Wheelhouse, Business Development Manager at Barmco Mana McMurray. “We’ve even had a couple of meetings on long skate boards!”

While this approach could make note-taking tricky, it’s about trying a variety of activities to find what works well. Mixing new, fun activities with the tried and tested methods is what helps Leah to create each annual health and wellbeing plan for the Barmco Mana McMurray team.

“We used our first two years to explore and introduce new methods for being a healthier workplace,” says Leah. “We’re continuing with the fruit basket delivery, fun runs and triathlons.”

They also introduced an indoor rock climbing Christmas party and a bubble soccer match to get everyone active while having a great time.

“We’ve seen the entire team take on changes and it has had a positive effect on staff wellbeing and productivity,” says Leah.

As the Healthier Work Champion, Leah benefits from surges in motivation and inspiration by seeing what other businesses do to stay happy and healthy.

“The Healthier Work team put on some great events throughout the year,” explains Leah. “It’s really valuable for boosting staff motivation levels.”
CAMPBELL HIGH SCHOOL
PUBLIC HIGH SCHOOL
65 STAFF

- Steps challenge
- Healthy cooking demonstration
- Simplify staff catering options by using purchase lists for staff
- Mindfulness phone apps
- Monthly staff social events
- Healthier options for any staff morning teas, meetings, events
Capital Chemist Wanniassa has served the Canberra community since 1978. They strive to be the pharmacist experts of extended hours’ healthcare in the south of Canberra.

Now into their third year embedding a health and wellbeing plan in the workplace, Capital Chemist Wanniassa still reaps the benefits of a happier and more productive team.

“The healthier workplace initiative creates a great environment for our team to bond,” says Natasha Jovanoska from Capital Chemist Wanniassa. “As a result, we are better equipped to serve our community.”

Their approach to team bonding always considers the core elements of their plan: responsible consumption of alcohol, social and emotional wellbeing, physical activity, and healthy eating.

“Our ski trip in winter was focused on increasing physical activity, and we’ve created a mindfulness wall for ‘Mindful in May,’” says Natasha.

The team also introduced an alcohol-free Christmas party and they have music months where staff play songs at work that they find uplifting.

These simple ideas are really effective at improving staff morale and a sense of team spirit. This ultimately improves work productivity and enjoyment within the workplace.

“Staff morale has been boosted in previous years and we hope this continues,” says Natasha. “There are so many benefits to being a healthier workplace, both professionally and personally.”

Adequate physical activity is at the very heart of good health – promoting emotional wellbeing and assisting in the prevention and management of over 20 medical conditions and diseases.
SNAPSHOT
CIVIUM PROPERTY GROUP
PROPERTY MANAGEMENT

75 STAFF

- Monthly soup days by gold coin donation
- Fruit box delivered weekly
- Stress management presentation
- Breakout area to read and relax at lunch
- Policy that encourages responsible alcohol use at work related events
- Promote corporate rates at local gym
- Lunchtime walking groups
Delnas Metal Roofing is a leading Canberra-based contractor specialising in commercial metal roofing and building façade cladding solutions.

For Delnas Metal Roofing, a sense of workplace pride has been a surprising benefit of participating in the Healthier Work initiative. “Staff morale has always been quite positive, however staff do seem more willing and engaged,” says Nicole Leishman, Office Manager of Delnas Metal Roofing. “They are more vocal about how good they have it!”

The team’s three-year focus on health and wellbeing has been thoughtfully and consistently integrated into the team culture. “The challenge is to keep health and wellbeing at the forefront of everyone’s minds and ensure it’s noted as core business,” says Nicole.

This attitude has resulted in activities that have been welcomed by the team because they’re relevant, inclusive and fun. Their successes have mainly been around improved mental health including Tradies Tune-ups through OzHelp, and education, advice and reimbursements on skin checks or quit smoking options. They’ve also focused on providing healthier options at company functions and via their office recipe book.

Once these activities became the norm, the changes could be seen – and Nicole promises the plan doesn’t need to be anything elaborate for it to make a noticeable difference. “Pride in the workplace has increased and absenteeism has decreased since commencing a formal health and wellbeing program,” says Nicole.

Provide training for managers for understanding the impact of the work environment on social and emotional wellbeing.
SNAPSHOT
GREENING AUSTRALIA
NOT-FOR-PROFIT

15 STAFF

- Stress management presentation
- Blood donor drive
- Provide staff water bottles
- Monthly staff BBQ in warmer months with healthier options
- Promote services and programs for staff concerned about their alcohol use (or that of family or friends)
- Email or SMS prompts for staff to take regular breaks and stretch
- Walking challenge
Master Builders ACT is part of the national Master Builders Federation and is the peak building and construction industry body in the ACT, having been part of the federated body since 1925. The Association represents over 1000 ACT businesses including commercial, residential, professional, and supplier and subcontractor sectors of the industry.

Regular staff meeting discussions and enthusiasm from management has helped Master Builders ACT maintain an effective health and wellbeing plan.

Now in their third year – with gold status – the team at Master Builders ACT benefit from a strong mix of activities and consistent messages to keep health in the spotlight.

“We are starting to see a happier and more unified workplace,” says Philip Edwards, WHS Advisor for Master Builders ACT.

Their activities include circulating information on workstation exercises and sharing healthy recipes.

“The flu shots are very successful,” says Philip. “I think staff see a real health benefit in receiving them.”

They’re also planning a workplace seminar on alcohol use and a fun outdoor challenge to welcome spring.

“It’s important to keep consulting with staff and to keep it top-of-mind,” says Philip.

Being socially and emotionally well means being able to realise your abilities, cope with the normal stresses of life, work productively and contribute to your community.
PhysioSport O’Connor provide a range of physiotherapy and complementary services by qualified staff.

In keeping with their business philosophy – to provide services for thinking bodies and moving minds – the staff at PhysioSport O’Connor want to reflect this philosophy in their own lives.

“We want to keep our team happy and healthy,” says Caroline Shepley, Practice Manager.

Through regular staff meeting discussions, the team has devised their third health and wellbeing plan that includes a mix of healthy eating activities, social and emotional wellbeing initiatives, and opportunities for physical activity.

“Our most successful initiative has been the weekly fruit delivery,” says Caroline. “It means we always have healthy snack options available for everyone.”

Some of the team also participated in the Mother’s Day Classic, FebFast and they regularly do staff pilates classes.

“We also circulate information and display posters about workplace stress and good mental health practices,” says Caroline.

---

**It’s recommended Australian adults aim for 150–300 minutes of moderate activity each week, 75–150 minutes of vigorous exercise each week, or a combination of the two.**

*Australia’s Physical Activity and Sedentary Behaviour Guidelines for Adults (18 – 64 years), 2014*
Richardson Primary School is a public school in the south of Canberra for preschool to Year 6 students. Their motto is ‘Success for Every Student’ and they pride themselves on being a small school achieving big things!

Achieving great outcomes for students is the ultimate goal for the teachers at Richardson Primary School, and keeping both teachers and support staff fit and healthy is a great way to make this happen.

“Our profession loses too many teachers to stress and burnout, so we wanted to put some strategies in place that would prevent this from happening at our school,” says Mitch Bartholomew, Executive Teacher at the school.

“Research is very clear that when you value and invest in your staff, results will follow,” Mitch says.

Team building activities to re-energise are the most effective, and when combined with physical activity or social linkages, staff are more than happy to get involved. Even starting each staff meeting with a ‘silly sport’ or ‘goofy game’ helps to get a laugh and build staff morale.

“We have a family friendly week each term where we don’t schedule any meetings and we encourage staff to leave straight after school,” says Mitch. “We have also negotiated a staff discount at a local gym, which almost half of our staff have taken up.”

Three years into their Healthier Work approach, the school knows the investment they make is worth the effort.

“We have seen a number of significant benefits by investing in the health and wellbeing of our staff,” Mitch explains. “Staff absenteeism has substantially reduced, which can be a major disruption for a school. We also have far less staff turnover, enabling us to keep our team together and move forward with our vision.”
ACCESSHQ
CREATIVE ACTIVITIES TO KEEP EVERYONE INVOLVED
128 STAFF

AccessHQ is a quality assurance and testing company, formed in 1995. They provide consultancy testing services with an emphasis on human quality.

Many of AccessHQ's staff are dispersed throughout Canberra, working off-site with clients, so the team has to use some creative tactics to implement a health and wellbeing plan.

“We decided to make the activities both practical, including things staff can do at their desk, and informative, such as recipes they can try at home,” explains Anthony Sullivan from Access HQ. “This approach helps to bring awareness to healthier choices and healthier living.”

The team have planned weekly one-minute physical activity challenges – simple ideas including wall sits, planks and high knees. They also plan to do a walking challenge, massage therapy day and charity events in the coming 12 months.

“We had a healthy burger challenge and an indoor cricket match,” says Anthony. “Both initiatives were successful as we engaged people at all levels and everyone got involved.”

The challenge to keep off-site staff involved will take ongoing innovation, but AccessHQ has already seen an increase in morale.

“Staff are aware that they can still be active and healthy while working in an office environment,” says Anthony. “This is a great initiative to engage all your staff and bring awareness to healthier living you can utilise both at work and at home.”
Animal Health Australia works in partnership with members and other stakeholders to keep Australia free of new and emerging diseases and to improve animal health. They enhance market access and foster resilience and integrity of the Australian animal health system.

While there are tangible benefits to introducing a health and wellbeing plan, Animal Health Australia also believes just ‘planting the seed’ helps to institute a healthier culture.

According to Project Coordinator Kristy Piper, it provides a level of consciousness of healthy practices.

“The role that an employer can play by contributing a healthy plan for staff demonstrates care and concern for the wellbeing of staff, both at work and outside the workplace,” says Kristy.

The not-for-profit’s most successful activities for the team so far have been their StairWELL Challenge to get staff physically active, and the introduction of a water dispenser, complete with lemon, lime, orange slices or berries, in summer.

“The StairWELL Challenge got the entire office staff involved, with an opening ceremony, team captains, and prizes for different categories,” says Kristy. “A number of staff that previously always used the lift now use the stairs – or they are at least mindful that the stairs are the best option.”

Other initiatives include mindfulness sessions and desk stretching, practical time-management training, fitting out the showers with shampoo, conditioner, body wash and hairdryer, as well as a ‘Virgin Bar’ concept to introduce alternative options around non-alcoholic homemade drinks.
From a coordination point of view, Kristy recommends a highly motivated Healthier Work Champion, regular intranet messages, agenda items for staff meetings, and gaining other ideas from like-minded Healthier Work businesses at networking events. “For us, staff morale and engagement have both been high on the benefits scale,” says Kristy. “We seem to be engaging most staff at different levels or ‘planting a conscious’ seed, which I believe is a good start.”

Keep good records of program initiatives, participation rates and any identified barriers or enablers in implementation. This will assist in your ongoing monitoring and evaluation of your program.

Research indicates that people who are physically active in their daily lives are more productive in the workplace and have better attendance records.
Arrow Facilities Management provide simplified, timely electrical services and a single point of contact for multiple trade services to ensure high quality outcomes and excellent value for money.

Acknowledging the need to keep their tradies healthy, Arrow Facilities Management has made wellness an important consideration since their business began.

Now into their second annual health and wellbeing plan, they’ve introduced a strong mix of activities to get their tradies engaged and interested.

“We created a healthier workplace to encourage staff engagement and promote healthier tradesmen,” says General Manager Corinne Wallis. “Tradesmen tend to have higher rates of suicide, so we thought we were well positioned to combat that.”

Their plan includes Tradies Tune-ups through OzHelp; social events including handball competitions, golf days and barbecues; half price gym memberships, and healthy eating options at team meetings.

Corinne has found resources such as the Health and Wellbeing Scorecard, networking breakfasts, and the ACT Online Employee Health and Wellbeing Survey particularly useful.

“The Healthier Work team are very supportive and make it easy to put a plan together tailored to your business,” says Corinne.
Bradley Allen Love (BAL) Lawyers offer clients highly skilled and accessible legal practitioners who are dedicated to providing quality legal services.

BAL Lawyers has been committed to being a healthy workplace for more than a decade. Their holistic approach to health and wellbeing is an ingrained part of the team’s culture, which was further enhanced when they signed up to Healthier Work three years ago.

Their health and wellbeing plan includes a comprehensive mix of activities to encourage healthy eating, physical activity, and importantly for the high-stress industry, social and emotional wellbeing.

“We built on previous years’ popular activities and took into account participation rates in each activity,” says Susan Proctor, Legal Director at BAL Lawyers.

This approach resulted in a plan including twice-weekly boot camp, mindfulness and yoga sessions, an all-inclusive Family Fun Day with lunch and games provided, plus BAL’s unique annual fitness challenge charity event, called Sweatworking®.

“The Sweatworking® Challenge sees teams of four from a variety of businesses across the region compete in a physical challenge while networking in a healthy environment,” says Susan. “It’s not only a fantastic fundraiser assisting the wider community, but participants enjoy combining a physical competition with networking.”

Given the intensity of the work they do, BAL Lawyers encourage staff to get together outside of the office as an important way to build team bonds and relieve stress. They have found boot camp sessions particularly enriching for team bonding as the usual hierarchal structure is broken down.

“At boot camp, there are no levels – you just pair up with whomever is next to you,” says Susan. “This has helped remove the hierarchy between all staff and created a team balance that is more about achieving healthy outcomes rather than who is in charge.”

“The end goal is to ensure that all of BAL’s employees are in a happy and supportive workplace with healthy work strategies with both a mental and physical benefit,” says Susan.
SNAPSHOT
CANBERRA ENDODONTICS
DENTAL

12 STAFF

- Healthy eating club – bring in a dish to share and provide the recipe
- Walking challenge – use of stairs instead of lifts/escalators
- Commence staff meetings with a 10 minute walk
- Promote positive mental health
- At events where alcohol is available offer safe transport options

Workplaces can access the ACT Nutrition Support Service® (www.actnss.org.au or 6162 2583) for information and advice on healthy eating and nutrition.
With more than 60,000 members across four Canberra venues, Canberra Labor Club Group provides great dining options in a relaxed and stylish club atmosphere.

Even with staff working across four venues on rotating rosters, the team at Canberra Labor Club Group has created two successful health and wellbeing plans. In that time, they have noticed the shift in attitude of staff members to embracing a healthy mindset.

“Everyone now talks about our ‘Healthy Minds and Healthy Bodies’ initiatives,” says Lynda Bailey, HR Manager. “Staff morale has improved as people connect with each other when participating in activities.”

Organising physical activities and linking initiatives to charity events attracts the most interest from staff, drawing on their personal interests and passions.

“We have a fantastic group of people who really enjoy connecting with the wider community and giving back,” says Lynda. “We participated in Steptember and the DonateLife Walk.”

Their plan also includes distributing healthy recipes via email, and encouraging staff to join the corporate gym program. Some of the team even went on a ski trip to Thredbo.

While it can be difficult to find dates to suit the majority of staff, persistence, communication and offering a variety of options, tends to work for the Canberra Labor Club Group.

“The teamwork and comradery that is created when working together for a common purpose has been invaluable,” explains Lynda. “We have a very close-knit team at all four venues and this has improved with the introduction of the Healthier Work program.”
Canberra Prosthodontics is a specialist dental practice focused on restorative dentistry.

Making time to put staff health and wellbeing first is a challenge for all workplaces, and that’s where a plan of activities helps to make it a priority.

“We already did small things here and there, but this program was a good opportunity to expand on that and improve our workplace,” says Katie Wilkinson, the team’s Healthier Work Champion.

Katie found their first year a time to test what would work for the busy team.

“In our first year, I feel that we did a little of everything with each activity being reasonably well received by most staff,” says Katie. “Heading into our second year we had a better idea of what we wanted to do.”

Often the first year of implementing a health and wellbeing plan involves trial and error, as well as ongoing discussion with staff about what interests them personally.

Now they’re in their second year with Silver Status recognition and exploring practical initiatives to suit their team.

They have set up a ping-pong championship, trialled ‘meat-free Mondays’ and a 10,000 step challenge. This year they’re looking to purchase some sports equipment for the office, run weekly yoga classes, and participate in Dry July.

“The challenge is finding time to hold events, activities and training,” says Katie. “It makes a difference to get staff on board early.”
Through their health and community services disciplines, CIT Health Community & Science provide a range of courses focused on meeting the needs of the community and the industry in the areas of Community Work, Sport & Fitness, Human Services, Health, Environmental & Forensic Sciences.

Noting community sentiment about how to live a healthy life, the CIT Health Community & Science College wanted to do their bit to address the health and wellbeing for their staff while at work.

“We heard about Healthier Work through word-of-mouth in the ACT community,” says Daniel Noble, Project Officer. “We decided to join as we believed this initiative would help increase productivity, and potentially save lives.”

“We wanted to focus on things like mental health and alcohol consumption due to their attention in the community.”

That’s why their current plan covers mental health awareness, and looks at the impact of alcohol consumption on people’s day-to-day lives. Forums and information sessions on these topics, as well as online tools, have been well received and have helped to start a range of conversations amongst staff.

They’re also getting more active through corporate activity teams and stretching while at their desks.

“Every lunch time I’ll see a group of staff out and about walking,” says Daniel. “Staff appreciate the commitment and effort put towards their health.”

“It’s great to be doing our part to help keep the staff healthy.”
“People are our most valuable resource. Any business, whether public, private, big or small relies on the health and wellbeing of employees to ensure success. Healthier Work provides the support and guidance to Canberra business to achieve this.”

Dave Peffer
Deputy Director-General, Access Canberra

SNAPSHOT
DEPARTMENT OF HUMAN SERVICE CIO DIVISION
GOVERNMENT

1200 STAFF

- Give up smoking program
- Lighter and non-alcoholic options available at social and work events
- Fruit stations
- Soup and curry days
- Meditation / Yoga / Pilates
- Reconciliation walk
- Fishing competition
- Sporting teams

Establishing a health and wellbeing plan takes a commitment from management – consider a workplace health and wellbeing policy.
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.”

Before considering what program strategies are needed and wanted by staff, review what initiatives relating to health and wellbeing your organisation may already offer to staff.

Initial momentum for a workplace health and wellbeing program may be sparked by the interest and enthusiasm of one worker.
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.”
Griffin Legal partners with business, government, national bodies, community organisations and sport, to deliver a range of quality legal services in a practical and reliable way.

Formalising their values and commitment to a healthier working life was the motivator for Griffin Legal to create a goal-oriented health and wellbeing plan. As a professional office, Griffin Legal wanted to establish a plan that recognised the value of incorporating physical health, mental health, and nutrition strategies into every working day. These strategies included signing up for walks and runs, encouraging walking meetings, using mindfulness phone apps, a session with a registered nutritionist, and engaging in a salad club.

Recognising the early signs of burn-out and the toll stress can take on their mental health has also been a strong driver for the team at Griffin Legal.

As part of their first health and wellbeing plan, staff were invited to attend stress-management and stress-resilience seminars run by Lifeline.

“This has been an invaluable tool for all our employees,” says Claire Carton, Managing Partner. “The seminars have taught us to change our relationships with stress by teaching us to recognise the benefits of stress, how to gauge our stress level, and see the signs of burn-out.”

These seminars have been complemented by a monthly Healthier Work internal newsletter.
that provides succinct information on nutrition, physical activity, and mental health, as well as upcoming local healthy events in the Canberra community.

This year’s physical activity focus has seen staff delighted to receive a FitBit as their birthday gift to help them track their physical activity. While healthy eating has been encouraged by swapping chocolate for fruit.

“We successfully replaced our office chocolate box with a fruit delivery and staff have welcomed the change and appreciate not feeling tempted to eat chocolate,” says Claire.

Griffin Legal also sought feedback from staff on what else they would like to see the firm do in the area of mental health. This generated ongoing discussion about recognising and responding to mental health.

These wide-ranging initiatives and activities sends a message to staff that health and wellbeing should be a focus for all. And that this focus is encouraged and supported by their employer, who in turn receives the benefit of increased morale and reduced absenteeism.

“HIA has seen the benefits of being Healthier Work Recognised throughout the office. Our workplace champion, Kristie, has been a driving force to its success and I’ve seen firsthand the positive business outcomes that have been generated. Contacting Healthier Work and finding out how they can help your business become Healthier Work Recognised will have many benefits to your workplace.”

Greg Weller
Regional Executive Director ACT/Southern NSW
Housing Industry Association
Housing Industry Association is the industry body for residential building in the ACT and southern NSW region.

Getting healthy ideas and activities off the ground becomes everyone’s responsibility in the small and busy team at HIA (ACT/SNSW).

“The whole team gets involved in their own way,” says Kristie Burt, Workplace Adviser.

Ensuring their health and wellbeing plan touches on a variety of staff interests and needs means it becomes part of the daily ‘norm’ in the workplace.

“We develop our plan through staff consultation,” says Kristie. “That way, staff feel as though they own the plan and are more likely to take part.”

The initiatives that resonate with staff are their weekly healthy recipes ideas, moving around the office for more incidental exercise, and encouraging healthy eating.

“We have had great success in people being more active around the office – whether it be collecting their printing or popping into a colleague’s office to chat,” says Kristie. “People know the importance of this regular time away from their screens.”

After a couple of years of health and wellbeing activities, the HIA team also recognise the importance of emotional and social health as key to wellbeing.

“Healthier workplaces don’t just relate to physical activity – mental health and general wellbeing also need to be considered,” says Kristie.
Kennards Hire is Australia’s number one family-owned supplier of high quality hire equipment. For DIY, small/medium projects and large construction sites, their extensive range of hire equipment is available to make the job easier.

Keeping their team fit and well is a firm priority for Kennards Hire. They’re now into their second health and wellbeing plan, with their hard work paying off.

“Our most successful initiative is to encourage staff to quit smoking,” says Ben Hitchen, Kennards Hire Area Manager. “People genuinely want to give up, they just need a push.”

They actively promote the benefits of cutting back and quitting smoking with posters and brochures, as well as by encouraging more physical activity.

“We have an OzTag team and we’re organising a hike up Mount Taylor,” says Ben. “All staff also do the Move 4 Life training.”

Their plan also includes a nutrition seminar, a ‘mole safe’ introduction and promotion of the Hello Sunday Morning website, which encourages a rethink of drinking habits.

“At Kennards Hire there is a lot of physical work and manual handling,” says Ben. “Keeping our team fit, healthy and uninjured is a priority.”
“MBA has worked with Healthier Work since its inception in 2012. Over that time we have joined the Recognition Scheme and found that the benefits of creating a healthier working environment is available for everyone across the spectrum of our workforce. If you haven’t already, contact Healthier Work to find out how they can support you and your business.”

Kirk Coningham
Executive Director, Master Builders Association of the ACT

SNAPSHOT
LEND LEASE (ACT)
CONSTRUCTION / REAL ESTATE

55 STAFF

- Healthy cooking demonstrations
- FebFast
- Skin checks
- Mental health first aid
- Flu vaccinations
- Fitness trackers
- Fatigue management awareness
- Lend Lease family day

Most Australians spend about one third of their lives at work, so it makes good business sense to invest in making the work environment a key setting for promoting positive health and wellbeing.
Moulis Legal Pty Ltd is a progressive, modern legal business handling commercial and international matters. They are a client-centric, service-driven organisation focused on success.

Now in their second year of a health and wellbeing approach in the workplace, Moulis Legal Pty Ltd has introduced a family focus for this year to bring the small team together. “The benefits of a healthy workplace are great and we really wanted to focus on staff engagement and creating a strong team,” says Cate Evenden, Human Resources and Office Manager for Moulis Legal Pty Ltd.

They have done this by planning a mix of activities to help people bond – both while at work and outside of work. “We have a family focus this year and have already held a family tennis night, and invited families to have a free flu injection at the office to try and keep everyone healthy,” says Cate.

They will also host a family-friendly Christmas party, where everyone is welcome. In addition, they’re incorporating simple initiatives into the work day, such as weekly yoga and the creation of a wellbeing room for time-out during the day. They have found that some activities appeal to different people, so seeking feedback regularly helps them refine their annual plan. “Last year we did a weekly personal training session, but this year we have changed to yoga and we have a greater turnout,” explains Cate. “Feedback showed that staff didn’t want to get all hot and sweaty during business hours and yoga still allows them to exercise.”

Taking a consultative approach, keeping their plan simple, and making opportunities for meeting the families of staff is what helps Moulis Legal Pty Ltd keep their team strong and engaged.
National Capital Private Hospital is a private Healthscope hospital, providing a range of acute and medical healthcare services including orthopaedics, cardiology, cardiothoracic surgery, general surgery, neurosurgery, plastic surgery, vascular surgery, urology and geriatric medicine, along with rehabilitation services.

Implementing a health and wellbeing plan within a large organisation where the majority of staff work in shifts has its challenges. Yet in two years, National Capital Private Hospital has achieved staff engagement in the planned activities and reaped the rewards.

“Being a large hospital, trying to get as many employees involved who can attend the events and initiatives can be hard,” says Jessica Kearney, Clinical Coder at the hospital. “Yet we are seeing the benefit of the program and how it can make the workplace a happy place to be.”

Their most successful activities to date have been a Cancer Council presentation for tobacco users, a pedometer challenge amongst departments, and fundraisers for the MS Society and Leukaemia Foundation.

This year, the hospital is introducing an in-house newsletter focussed on being healthy at work and each department highlights a healthy cause on a particular day.

“Each department within the hospital has a ‘department day’ that they are responsible for, such as red apple day, Jeans for Genes Day, or World Health Day,” explains Jessica. “This allows a higher rate of participation amongst staff and allows our hospital to be more involved with a range of causes.”

They’re also looking into offering Mental Health First Aid Training for management and have a team participating in the Mother’s Day Classic in May.

“Having a healthier workplace is key to having a happier workplace,” says Jessica. “By providing employees with support to engage in a healthier lifestyle, we expect higher productivity rates and less turnover of staff. I have also found there to be higher staff morale.”
“Canberra Business Chamber is proud to partner with Healthier Work to deliver workshops to our members on the benefits of creating a healthier work environment. The benefits gained can include reduced staff absenteeism and worker turnover to increased staff morale. Creating a healthier workplace is not only great for the health of your staff, but also for your business bottom line.”

Robyn Hendry
Chief Executive Officer, Canberra Business Chamber

Dehydration (lack of water) can result in fatigue, headaches and reduced physical and mental performance. Keep a water bottle topped up at your desk or with you when you’re out and about.
For more than 20 years, National Healthcare Services, National Nursing Agency, and National Community Care have been providing quality care throughout the Canberra region to major hospitals, nursing homes and within the community.

“The Healthier Work program was a no-brainer for us!” says Lisa Walker, the agency’s Managing Director. “It has provided us with many resources to ensure we can look after our team holistically.”

The National Nursing Agency puts their team first with around the clock support and onsite visits to check in on staff health and wellbeing. Sometimes it’s the smallest gestures that get the best results, such as celebrating life milestones with flowers and goodies, or dropping in for a cuppa and a chance to chat. Being an organisation open to staff feedback is a big part of their approach to workplace health.

“For the past two plans we have promoted self-care, which has resulted in our team knowing their boundaries and speaking up when they feel they need a day off or making suggestions to improve anything and everything,” explains Lisa. “The team is more engaged, with some requesting to address the team in meetings about topics they’re passionate about.”

This collaborative and caring approach means staff feel valued and appreciated, with noticeable boosts in team morale, reduced sick leave and proactive engagement in healthy initiatives.
The agency’s health and wellbeing plan is comprehensive to make the most of the resources available to them. They provided staff with massage balls and water bottles to help them through the busy, hot Christmas period. Plus they offer prizes for their annual pedometer challenge, as well as education sessions on a variety of requested topics, including healthy eating tips for shift workers from Nutrition Australia.

“We also entered a competition and won a visit from the Chobani van to spoil our team with free and healthy yoghurt and dips,” says Lisa.

“With a few simple and easy changes to our team, we have moved forward in leaps and bounds,” says Lisa. “So much so, our team has increased in size by 30-plus employees in the last 12 months!”

For those workers spending many of their waking hours sitting, emerging research is showing that this is also a risk for poor health, even for adults who are undertaking the recommended 30 minutes of moderate physical activity on most days.

ACT Workplace Health Promotion Needs Analysis: Summary Report
PricewaterhouseCoopers (2011)

Keep it simple – use strategies that are tailored to your organisation’s needs, workers’ interests and available resources.
Novotel Canberra offers 4.5 star hotel accommodation in the heart of the nation’s capital.

Maintaining a health and wellbeing plan is just one way the management at Novotel Canberra is building a strong culture.

“Hospitality is a very transient industry and we have to deal with a lot of changes in employees,” says Kelly Small, Talent & Culture Manager at the hotel.

“We want to offer a healthier workplace to our employees to make them feel good about work.”

Adding plenty of fun into the plan is a great way to involve the large team.

“Participating in events as a team, such as the Color Run and the AccorHotels Cup is always a success because it allows different departments to bond whilst having fun and keeping fit,” says Kelly.

Other inclusions in their plan are monthly staff awards for employee recognition, free flu vaccinations, and offering healthy choices on the staff menu. They’re even looking into corporate gym memberships and they offer private health insurance discounts.

All these activities help the team stay connected and healthy.

“We want to build a strong culture amongst our employees,” says Kelly.
OPC IT Pty Ltd was established in Canberra in 1985. They deliver practical and workable IT, Cloud and Drupal web solutions to suit all needs and budgets. They are a true end-to-end technology provider.

Time spent at work makes up a significant portion of most of our lives, and the team at OPC IT is committed to making their time at work as healthy as possible.

“Given that we spend so many hours each day at work, we wanted to ensure that we were doing as much as we possibly could to educate, motivate and stimulate our team in regards to their whole health,” says Kerri McPhee, Sales Administrator at OPC IT.

Now into their second year of their health and wellbeing plan, they’ve learnt a few things along the way.

“We can’t get every person interested in everything every time,” says Kerri. “As long as a few people take part we are happy and this generally leads to others joining in. We’re happy with small successes and we continually build on those.”

Some of their more successful initiatives include sit/stand furniture, meditation sessions, walking at lunchtime and their ‘soup group’. Their breakout area is also actively used every day.

“People play Uno, plus there are colouring books, puzzles and other games to help de-stress,” says Kerri. “Our industry is very sedentary and many hours are spent at workstations, so anything that provides a break from the computer is well attended.”

The team plans regular team building nights, such as barefoot bowls and go-karting, plus they support a number of charities to encourage social wellbeing.

“We try to align events with the company’s supported charities,” explains Kerri.

The investment in their holistic approach to good health is making a difference.

“People seem to be appreciative of the efforts and commitment we make in trying to provide a fun and productive work environment,” says Kerri. “It creates comradery and makes people feel cared about.”
PHARMACY GUILD OF AUSTRALIA

HEALTHY PLAN KEEPS THE TEAM FOCUSED

94 STAFF

The Pharmacy Guild of Australia is a member organisation representing the owners of community pharmacies across Australia.

The Pharmacy Guild of Australia found the program offered by Healthier Work the perfect opportunity to formally capture their approach to health and wellbeing in the workplace.

“By promoting a healthier workplace along with a formal accreditation from Healthier Work, we are showing our staff that their health is important to us and we strive to provide relevant resources for them to tap into through work,” says Kate Sykes, National Manager Human Resources and Administration.

For their latest plan, the Pharmacy Guild gathered feedback via their annual Employee Pulse Survey and continued with initiatives that had worked well in the past. The result is a good balance of activities covering physical activity, mental health and healthy eating.

“Our staff information sessions on health and wellbeing topics are always well received,” says Kate. “Also, our weekly fruit boxes are a hit with the staff.”

Their plan has a stair climbing challenge, promotion of exercise apps, and on-site health checks for the team.

“We believe that a focus on health and wellbeing equals a happy and focused workforce,” says Kate.

While Kate doesn’t find the plan difficult to put into place, daily workloads can influence it, so flexibility is important.

“Uptake on the initiatives is sometimes a struggle due to time restraints for our staff,” explains Kate. “We try and offer different options and timeframes to suit as many staff as we can.”

Ongoing program evaluation can provide valuable insight into how specific initiatives, or your health and wellbeing program overall, are progressing.
SNAPSHOT

QBE WORKERS COMPENSATION ACT INSURANCE

20 STAFF

- Pedal Power session to encourage active travel to/from work
- Pedometer challenge
- Recipe exchange club
- Walking meetings
- Monthly fruit delivery
- Weekly Pilates
- Staff to complete a volunteer day

The World Health Organization (WHO) has recognised the workplace as a priority setting for promoting health and wellbeing.

WHO’s Global Healthy Work Approach, 1997
Cutting down and quitting smoking is much easier if it is supported by the workplace environment, managers and co-workers. Workplace quit smoking programs have shown immediate return on investment, with significant return on investment within as little as two years.

Healthy Workplace Kit: Your Guide to Implementing Health and Wellbeing Programs at Work
WorkSafe Victoria (2010)

SNAPSHOT
RUIZ CONSTRUCTIONS
CONSTRUCTION

11 STAFF
- Weekly fruit box for both office and field
- FebFast
- Skin checks
- beyondblue workplace online training
- Tradies Tune-up
- Celebrate achievements
- Flu shots
- Dry July
Sportsmans Warehouse is a sports retailer with a strong emphasis on outstanding customer service to build trust and credibility with their customers.

Balancing the needs of customers and the health of staff is an ongoing consideration for the retail team at Sportsmans Warehouse. “Our biggest challenge is balancing our hourly 2-minute exercise sessions during busy times such as the Christmas and new year period,” explains Jason Heddle, Retail Operations Manager.

The mini exercise and stretching routine every hour works really well at less intense times of the year. It’s a great way to break up the day and refocus everyone. But when the store is busy, they have to find other tactics to get the team active and healthy.

Their plan has table tennis competitions for both a physical and mental release, social bike rides, healthy snack options, flu shots, and participation in Dry July.

Heading into their third year of Healthier Work status, Sportsmans Warehouse has seen reduced sick leave, greater team cohesion and an increase in staff morale.

Jason suggests other businesses start with baby steps and make ongoing adjustments to activities, because the plan will eventually grow over time.

And for Sportmans Warehouse, it makes perfect business sense. “It’s a natural fit to work on building a healthier workplace in a business that actively encourages healthy and active lifestyles,” says Jason.
Synergy Group is one of Canberra’s fastest growing accounting and consulting firms, serving the federal and territory governments and commercial clients. They adopt a modern, inclusive and agile approach to their work.

Synergy Group has watched the enthusiasm continue to gain momentum since they started their second 12-month health and wellbeing plan.

“This year we have even more on than last year!” says Phil Toole, Executive Director of Synergy Group. “There are a number of initiatives that rolled over from our first year, while this year we’ve also added support for a Synergy netball team, cook book and a Whole Life Challenge.”

The concept of a Whole Life Challenge is generating quite a buzz, with about 60 staff signing up and committing to changing their behaviours for the better.

“Individuals will be able to record their results online or in an app, with the ability to keep each other motivated through ongoing comments or reflections,” explains Phil.

The team are also involved in the Mont 24 Hour Race and attend beyondblue presentations on emotional wellbeing.

Overall, it’s Synergy’s focus on creating an inclusive culture that fit so perfectly with the philosophy offered by Healthier Work.

“We are continually looking for ways to ensure that our team are engaged, happy and healthy,” says Phil. “The healthy workplace framework allows us to focus on wellbeing and have some fun.

“A healthier workplace provides the opportunity for our team to come together in a social environment and build deeper relationships. We’ve also seen positive healthy changes in our culture.”
SNAPSHOT
THE TRADIES
HOSPITALITY

250 STAFF

• Promote quit smoking seminars
• Four-week quit a bad habit challenge, such as alcohol, sugar or caffeine
• Dementia awareness seminars
• Distribute information about shift work and fatigue
• Training seminars on A.L.E.R.T suicide prevention, and bullying and harassment prevention
• Spinal health check
• Steptember Challenge

SNAPSHOT
UNIVERSITY OF CANBERRA – PHARMACY DISCIPLINE
EDUCATION

10 STAFF

• Walking activities at lunchtime
• Provide staff with water bottles
• Establish a recipe exchange
• Take the stairs sign
• Circulate Heads Up and NewAccess information
UNSW Canberra is the only national academic institution with an integrated defence focus. Its strength is in defence-related security and engineering research. UNSW Canberra prides itself on its five research centres and unique state of the art facilities for its students.

Regularly checking in with staff has helped UNSW Canberra refine and promote their second year health and wellbeing plan.

“We saw significant improvement in staff engagement and social interaction with the activities last year,” says Suzanna Holmes, UNSW Canberra’s Manager for Health, Safety and Facilities. “We had reports of increased physical health awareness among staff.

“Based on formal surveys and staff discussions, as well as the general response to the activities, we’re changing our focus to more mental/emotional health activities this year.”

This year the university will conduct Mental Health First Aid, emotional wellbeing seminars, staff health checks and linking morning teas to charity causes.

The successful initiatives from last year will also continue, including yoga and a walking challenge.

“We’re constantly looking out for different activities to promote and we recommend getting a feel for what the faculty would engage in before organising any activity,” says Suzanna.

“A great investment for a workplace is in the health and wellbeing of its employees. We have really enjoyed being recognised by Healthier Work and will continue to strive towards the betterment of our initiatives as we broaden the scope of our plan.”
SNAPSHOT

VIKINGS LANYON HOSPITALITY

35 STAFF

• Display posters in high traffic areas about healthy eating
• Fruit and other healthy options provided for snacking
• Seminar on dealing with day-to-day stresses and managing stress
• Amy Gillett Fundraiser Ride
• Reimbursement of nicotine replacement therapy
• Dry July
• Social touch football before/after shifts

SNAPSHOT

WIZARD PEOPLE RECRUITMENT

SEVEN STAFF

• Recipe exchange
• Fruit supply and use juicer for leftover fruit
• Provide Wizard-branded protein/meal replacement shakers to staff
• Walking meetings
• Policies for work/life balance to accommodate family/employee medical appointments, family issues and flexible work schedules
• Yoga classes

Try the Healthier Work online Score Card to identify potential workplace changes.
The Australian College of Mental Health Nurses Incorporated embeds and promotes mental health nursing best practice to enhance the profession as well as the wellbeing and mental health of the wider community.

After signing up to Healthier Work, the small team in the not-for-profit sector have enjoyed the benefits of planned activities to get everyone physically active and eating well.

“Creating a healthier workplace is a great weapon to guard against low staff morale and to enhance staff engagement,” says Sirla Jafri, Finance and Corporate Services Manager.

“The link between good physical health and its association with good mental health is undeniable. We want to reflect this in our workplace and truly live and breathe our values.”

The team has enjoyed more exercise, more team fun, and sharing healthier eating options.

“Some staff have started going for regular jogs and walks together,” says Sirla. “We’re also sharing healthy recipes and bringing in home grown vegetables to share.”

While it is sometimes difficult to organise group activities due to their varied working hours, when they do manage to get together as a team in a different setting, it can make all the difference to their personal mental health and team wellbeing. It can be as simple as getting everyone out of the office for an hour.

“Just getting out to the oval to play with a staff member’s dog was successful because it combined work with fresh air, stretching our legs, a different environment, and some fun – all at the same time,” says Sirla.
SNAPSHOT

AUSTRALIAN NURSING & MIDWIFERY ACCREDITATION COUNCIL
NOT-FOR-PROFIT

28 STAFF

- Raise awareness about stress management, mental health and sleep health
- Healthy lunch cooking demonstrations
- Promote ‘take back the lunch break’
- Mental health action plan
- Populate breakout spaces with games and activities to encourage breaks, rest and play
- 15 minutes’ work time to supplement 15 minutes’ break time to be physically active

SNAPSHOT

BARTON PRIVATE HOSPITAL
HEALTH

50 STAFF

- Encourage use of apps to monitor diet (My Fitness Pal)
- Healthier catering options at morning teas
- Online beyondblue modules to assess stress
- Whole of workplace physical activity challenge
- Information session from Pedal Power
- Reminders to stretch
- Two-week gym trial
- Mini massages
SNAPSHOT
CALVARY DEAKIN HEALTH

500 STAFF

- Masterchef competition
- Review contents in vending machines
- Fruity Friday
- Corporate rates with gyms
- Promote staff support systems including Pastoral Care, Social Work, and Employee Assistance Program
- Pedometer Challenge
- Dry July

SNAPSHOT
CAPITAL CHEMIST CHARNWOOD HEALTH

19 STAFF

- Mindful colouring challenge
- Two-minute meditation challenge
- Fruit roster
- Hello Sunday Morning initiative
- Soup Day Mondays
- Salad challenge
- Steptember
SNAPSHOT
CAPITAL CHEMIST SOUTHLANDS HEALTH
30 STAFF
• Supply fruit to team to promote healthy snacking
• Workplace challenge such as eat well for a week or try a different vegetable each day
• Saturday morning Park Runs
• Supply t-shirts/singlets for training/races
• Community walking group for staff and patients
• Organise social functions at a time when alcohol is not expected e.g. breakfast or morning tea

SNAPSHOT
CASINO CANBERRA HOSPITALITY
240 STAFF
• Encourage physical activity by running sport ‘have a go’ nights for free or low cost
• Run workshops (one per month) on financial health / tax / debt / savings / investment
• ‘Share a tip’ day to encourage connection between staff and share ideas about healthy lifestyles
• Flu shots
• beyondblue online workshops
• Healthier staff meals with a focus on ¼ protein, ¼ carbohydrate, and ½ vegetable ratio
• Collect canned food for the Food Bank in November for the lead up to their Christmas rush
SNAPSHOT

COMMUNITIES@WORK HEAD OFFICE
NOT-FOR-PROFIT

60 STAFF

• Walking groups around the lake
• Seminar or Q&A with a qualified nutritionist
• Walking meetings
• 15 minutes’ work time to supplement 15 minutes’ break time to be active
• Regular fruit delivery
• Organise for NewAccess to present to staff on services

Consolidating your existing initiatives under the banner of workplace health and wellbeing is an excellent way to start giving your program a profile, engaging staff and building momentum within your organisation for a more comprehensive program.
contentgroup’s mission is to help government and the public sector strengthen communities and improve the wellbeing of citizens through effective content communication. Services include content creation, strategy, publishing and distribution, public relations, graphic design and video production.

Workplaces don’t have to be ‘unhealthy’ to start a health and wellbeing plan. For the team at contentgroup, they were already participating in ad hoc activities, but decided it would be beneficial to set specific goals.

“Our biggest challenge in starting our plan was definitely ensuring our goals were achievable and people had enough time to complete these within work hours,” says Olivia Porter, Senior Content Strategist and co-healthy work champion. “It’s been a bonus that staff have voluntarily chosen to extend the plan outside of work as well!”

They have already introduced walking meetings, held a healthy indoor picnic (due to Canberra’s inclement weather!), and had a visit from a beyondblue guest speaker to help them focus on their own mental health in the workplace.

“Our walking challenge, where we’ve pitted half of the office against the other half, proved really successful,” says Lydia Stevens, co-healthy work champion and Senior Content and PR Strategist. “I think it has unleashed people’s inner competitiveness!”

Across the month of the walking challenge, the entire team was more focused on increasing their step count each day, with one staff member taking on Mount Ainslie several times a week to boost her team’s steps as part of the challenge.

The benefits of working towards a common healthy goal has helped to bring the team together.

“Our team has really bonded this year, which could be attributed to more all-staff activities and being open to talking about mental health challenges with each other,” says Olivia.

“We found the process of setting up the strategy really easy as we were provided with plenty of resources to get started.”

contentgroup are now gearing up for a greater focus on social and emotional health, as well some healthy eating challenges in the coming months.
SNAPSHOT
DATAacom
IT

200 STAFF

• Recipe competition for ‘healthy warming food’
• Celebrations outside of traditional hours to avoid alcohol consumption
• Provide showers and lockers
• Kitchen fridge to be well stocked with non-alcoholic or mock alcoholic beverages
• Workshops by nutritionists on making the most of seasonal produce
• Healthy alternative snacks in vending machine
• Relaxation workshops
• Walking groups hosted by individual advocates from different teams
• Inaugural Datacom Games for family groups to encourage outdoor activity

Think of the elements of your health and wellbeing program as a cycle, allowing continuous review and improvement.
SNAPSHOT

DFK EVERALLS
PROPERTY AND BUSINESS SERVICES

30 STAFF

• Provide water bottles and encourage topping up throughout the day
• Walking lunches
• Provide information and resources on responsible alcohol use to employees
• Distribute information on beyondblue’s online Heads Up tool for workplace mental health
• Provide healthier eating recipes approved by the CSIRO

Mentally healthy workplaces work better for everyone, and Heads Up is all about giving individuals and businesses free tools and resources to take action. Visit www.headsup.org.au
GORDON PRIMARY SCHOOL
MAKING HEALTH A REGULAR PART OF THE CONVERSATION

40 STAFF

Gordon Primary School is a public school in the Tuggeranong Valley.

The health and wellbeing of their teaching and support staff was identified by Gordon Primary School as a priority for growth and focus, so signing up to Healthier Work was the ideal way to address this vital need.

To make a start, staff discussed various options and interests, completed a survey, and then a committee was established to formulate a comprehensive health and wellbeing plan.

“We wanted to ensure all staff played an active role to make health and wellbeing a part of our daily conversations,” says Liz Baker-Matterson, the school’s champion for Healthier Work.

Their first health and wellbeing plan included weekly boot camp, a wellbeing basket, ‘meeting-free’ weeks, offering healthy food options at morning teas, and trialling walking meetings.

“Boot camp has been very well attended;” says Liz.

With the goal to improve staff morale, increase productivity and see their team happier and healthier, Liz thinks the culture is shifting to make health and wellbeing a daily consideration at the school.

“Keeping wellbeing on the agenda at meetings is the most useful idea.”

Only 17% of adults actively travel to work in the ACT.

Healthy Canberra: ACT Chief Health Officer’s Report 2016
The average worker is up to 7% less productive because of their health risks.

The Health of Australia’s Workforce
Medibank Private (2015)

Involve staff and show a genuine interest in what they have to say, so you can tailor a program that achieves greater productivity and job satisfaction.

SNAPSHOT

HEART FOUNDATION ACT
NOT-FOR-PROFIT

11 STAFF

- Monthly walking meetings
- Secure bike parking and shower facilities
- Promote the use of local gyms
- Install sit/stand workstations for staff
- Workplace stretch tip at every month staff meeting
- ‘In Recognition Program’ for staff to commend other staff on the values displayed in their role
- Encourage staff to follow the Live Lighter Facebook page
- Weekly fruit box
Independent Property Management has extensive knowledge of the local rental market with an up-to-the-minute understanding of what a property is worth. Their consultants are skilled negotiators who are intimately familiar with the process of screening tenants, arranging leasing agreements, and handling all the legal requirements needed for a smooth transition to lease.

In establishing their health and wellbeing plan for staff, Independent Property Management were driven by the knowledge that there is a flow-on effect for the business.

“I don’t think any workplace can ignore the statistics and ultimately, we should all want to create a culture of wellness and support,” says Managing Director, Hannah Gill. “We get more out of our people and better service to clients as a result.”

In creating their plan, the team held multiple discussions and looked at what they wanted to focus on – keeping in mind the need to balance it with people’s workloads.

The result is a plan which includes seminars as well as interactive sessions and exercise.

“We recognise the job can be stressful, and we felt a genuine duty of care to provide an environment that helps reduce stress and create more healthy habits,” says Hannah.

The session topics held so far this year include resilience, managing change, and work/life balance.

“We also have a session coming up on mindset called Useful Belief,” explains Hannah.

Another great initiative is their Workout Wednesday (WOW) to get them away from their desks and out of the office, which balances nicely with the more thought-provoking training sessions.

“Different people have taken different things out of each activity, resulting in ongoing conversations about health and wellbeing,” says Hannah. “This has been a really positive step in supporting one another.”
SNAPSHOT
LEARNING, TEACHING AND EARLY CHILDHOOD BRANCH – EDUCATION GOVERNMENT

31 STAFF

• Walking/pedometer challenge
• Home-grown fruit, vegetable and herb exchange
• Rotate staff to volunteer for RSPCA/DAS including dog walking and cat socialising
• Lunchtime games in the gym or after work
• Winter Soup Day Wednesday
• Eat well for a week workplace challenge
• Walking meetings

SNAPSHOT
LIFELINE CANBERRA NOT-FOR-PROFIT

19 STAFF

• Employee recognition for exceptional efforts
• Seminar with a qualified nutritionist
• Remove biscuits from tea rooms and replace with healthy options
• Workers not to smoke while wearing company uniform
• Walking challenge and lunch time walking group
• 15 minutes’ work time to supplement 15 minutes’ break time to be physically active
Mobility Matters Pty Ltd specialises in the sale of rehabilitation and hospital equipment to Canberra and the surrounding region, including Southern NSW.

Mobility Matters saw Healthier Work as a great way to increase employee engagement and build social cohesion amongst staff.

“We wanted to go above and beyond regulation health and safety by investing in our employee wellbeing,” says Health Promotions Coordinator Ainsley Vigners. “Staff now have access to information and resources to make healthier choices.”

In their first year of a comprehensive health and wellbeing plan, the team decided to start with a focus on social and emotional wellbeing by setting up a space to promote positive mental health.

“We wanted to develop a strong base for the rest of the program,” says Ainsley.

They also introduced physical activities, which have proved the most popular and fun. They’ve held walking pedometer challenges and staff tennis matches that have generated plenty of healthy competition.

When targeting healthier eating, the team has been offering fruit during birthday celebrations, and combining birthdays so only one cake can tempt each month. Later in the year they plan to target smoking cessation.

While feedback on the initiatives is ongoing, they’ll use the end of their program to assess and refine.

“Our 12 month plan provides flexibility where in the last three months employees will decide which areas they benefitted from most and would like to see implemented again,” explains Ainsley. “This is a way to encourage employee engagement with the program.”
Use your calendar to remind you to schedule in breaks to get a glass of water, or go for a walk.

Link your initiatives to relevant health promotion campaigns, events and services.

SNAPSHOT

NATIONAL ARCHIVES OF AUSTRALIA
GOVERNMENT

200 STAFF

- Encourage staff to take breaks and go for a walk during lunch breaks
- Promote telephone support services
- Encourage participation in local recreation and community clubs and activities such as book clubs, walking groups, art and craft groups, relaxation and yoga classes
- Order free resources from QUITLine
- Promote healthy eating options for morning teas, meals, vending machine and social club
- Offer health checks to staff
- Remind employees to get out of their chair and stretch (via use of the computer program Guardian)
NEXUS HUMAN SERVICES  
MAKING WELLBEING FUN  
18 STAFF

Nexus Human Services offers a wide range of support services for individuals with mental health issues or other disabilities in their journey to finding employment. Support services also assist people already working to maintain employment and develop career aspirations. Nexus offers services under the NDIS.

The whole team at Nexus Human Services is on board with the need to live a well-balanced life that includes physical activity, healthy eating and emotional wellbeing.

“Due to the nature of what we do, we already had a lot of wellbeing activities in place,” says Lisa McPherson, CEO of Nexus Human Services. “We wanted to extend this to include healthier work activities.”

Following a survey of the team at a meeting, Lisa found everyone highly motivated and interested in organising a variety of activities. “Our plan includes a number of areas for wellbeing and fun,” says Lisa.

They have introduced healthier food options at events, outdoor activities and games, a table tennis competition, a fruit-focused Easter hunt, and a healthy cooking seminar.

“On St Patrick’s Day we had a green food theme: kebabs with celery, grapes, mint; a zucchini slice, green salad and avocado,” explains Lisa.

Taking a creative and simple approach is lots of fun for staff and has already improved morale and engagement.

“Just tailor whatever you do to suit your team, whether they be small or larger changes,” suggests Lisa.
The Office of Parliamentary Counsel is a Commonwealth Government agency delivering legislative drafting and advisory services for Bills and subordinate legislation, preparing compilations of laws, and publishing laws and instruments on the Federal Register of Legislation website.

To create their first health and wellbeing plan, staff of the Office of Parliamentary Counsel (OPC) were surveyed anonymously to gauge their interest in a comprehensive list of health initiatives.

“We received a 70 per cent response rate from staff, including many suggestions and comments,” says Susan Roberts, General Manager and Chief Finance Officer. “Based on those results, we put together the plan and finalised it through further staff consultation.”

The initial consultation is paying off, with staff engaged and supportive of the planned activities. The most popular initiative has been the introduction of healthier snack options through the social club.

“After the success of our healthier snacks trial, these options are now a permanent offering,” says Susan.

The team has participated in the DonateLife Walk, held a healthy cooking demonstration with Nutrition Australia ACT, and enjoyed a dynamic presentation from an exercise physiologist.

“The mental health first aid and resilience/mindfulness training sessions were also well received, with very good presenters and content we can easily put into practice,” says Susan.

Learnings from their first year will help OPC refine their plan for next year, but Susan has been thrilled with the results already.

“Getting started is quite easy if you use the Healthier Work resources and talk to other workplace champions,” Susan explains. “It hasn’t been a challenge to promote to staff as we had senior management support and shared the organising around our newly formed health and wellbeing group.”
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.”
Organisations that implement health promotion strategies in the workplace can reduce their workers’ health risk factors by up to 56%.

The Health of Australia’s Workforce
Medibank Private (2015)

SNAPSHOT
RADFORD COLLEGE
EDUCATION

300 STAFF

• Movember
• Staff teams to participate in sports days, athletics, basketball, swimming, cross country
• Soup lunch
• Blood donor drive
• Flu shots
• On-site physical activities such as Pilates, boxing exercise, boot camp
• Review Health and Wellness Policy
SMS MANAGEMENT & TECHNOLOGY

PROMOTING HEALTHIER OPTIONS

50 STAFF

SMS Management & Technology (SMS) is a management and IT consultancy providing advisory, solutions and managed services.

SMS strives to promote a strong health and wellbeing culture, particularly by creating an awareness of healthier options.

Attending a Healthier Work networking breakfast sparked them to formalise this approach.

“After attending the first breakfast, we realised that a lot of what we do already fits in with this program,” explains Jenny Wookey, Office Manager for SMS. “So the opportunity to be supported in these endeavours was too good to pass up.”

Since then, SMS has created a plan based on staff input and suggestions.

They have fruit delivered to the office each week, they supply water bottles to staff, have held a multicultural dinner, and offered healthy options at their Christmas party. In fact, their most successful initiatives have involved eating!

“We’re also planning a yoga class, walking group, and the hula hoop challenge,” says Jenny.

The resources on offer through Healthier Work, including the Health and Wellbeing Scorecard, forums and mentoring lunches, have really made the process a simple and rewarding one.

“Thank you to the Healthier Work team for all the support,” says Jenny.

Building a reputation as an employer that is focused on the health and wellbeing of staff is now becoming a potent means of attracting and retaining high quality staff.
SPOC Landscapes provide landscaping needs from the ground up!

Once the SPOC Landscapes team get into a job, they can forget to take regular breaks.

“In the construction industry it can be hard to embed healthier activities into your day-to-day,” says Managing Director Sarah O’Callaghan.

Even though the team is physically active, ensuring they’re drinking enough water and eating healthy meals can require reminders.

That’s why SPOC Landscapes signed up to Healthier Work – to encourage a healthy environment for their team.

“We’ve provided water bottles for staff and encourage healthy eating in the field,” says Sarah. “We also promote and encourage work/life balance.”

They’re also trialling workplace challenges such as cutting out chocolate for a week or trying a new vegetable each day for a week.

“Making small changes and sticking to it is the way to build momentum,” says Sarah.

The existence of shower facilities may make it easier to promote a ‘ride to work’ initiative.
Tailored Accounts provides innovative one-stop-shop accounting solutions for Australian businesses to grow.

Tailored Accounts has found the value of promoting and achieving a healthier workplace goes well beyond the fundamental exercise and healthy eating philosophy.

“Having a healthier workplace promotes staff engagement, which increases conversations among staff, which leads to a good work environment,” says Fuzuki Nishimura, Chief Technical Officer for Tailored Accounts.

At the core of it, everyone knows the importance of being healthy, so when a workplace puts a plan in place to help people achieve their goals, it reflects well on the business and brings people together with another core purpose.

“Our staff agreed with our Healthier Work changes without hesitation,” says Fuzuki. “It has brought us a lot of benefits.”

Tailored Accounts started their health and wellbeing plan after attending a Canberra Business Chamber event.

“We initially thought we weren’t doing too bad, but the event made us realise that we weren’t as healthy as we could be,” explains Fuzuki.

They started off by removing all unhealthy snacks from the office and replacing them with fruit.

“We now find that when staff have a chat around the lunch table, they tend to have fruit rather than snacks,” says Fuzuki.

They also created a ‘book corner’ to encourage breaks, tried walking meetings, and they’re providing information to staff about reducing their alcohol usage.

“Staff engagement has been the biggest factor for us, and our staff take less sick leave than before,” says Fuzuki.
SNAPSHOT

TUGGERANONG CHILD CARE & EDUCATION CENTRE
EDUCATION

13 STAFF

- Allocate a space for a staff break area with books and magazines available
- For work social functions, provide non-alcoholic and lighter drinking options
- Walking challenge
- Staff team for events such as fun runs or walks on weekends
- Organise a Health Tune up through Employee Assistance Program
- Bring in recipes to share (include children and families)

SNAPSHOT

VIKINGS
HOSPITALITY

180 STAFF

- Dietitian seminar and tips to make healthy food easy and enjoyable
- Health Food showcase
- The importance of breakfast promotion
- Collaborate with Subway to organise a Vikings price for their healthy food range
- Staff recognition for supporting a healthy working environment
- QUITLine representative to talk about the pros of quitting and how to do it
- Peer support groups for quitters
- 10,000 steps program and supply pedometers
WODEN COMMUNITY SERVICE
SELF-CARE FOR BODY AND MIND
350 STAFF

Woden Community Service is a not-for-profit organisation that has been providing a wide range of community services in Canberra for over 45 years.

When Woden Community Service commenced their health and wellbeing plan, they wanted to link their strategic vision of a vibrant and connected community to their actions at work.

They’ve taken the vital first steps to encourage staff self-care and recognise the importance of health to people’s productivity and happiness. “We see our employees’ health and wellbeing as an integral part of our vision and now incorporate healthier work practices as part of our work culture,” says Keerthi Bettadapura, HR & WHS Administrator.

“The biggest benefit for us is to see our employees happier and healthier,” explains Keerthi. “This has a huge impact on how they perform at work, as well as how they feel at the end of each day.”

Their plan includes serving staff healthier food options at meetings, weekly mindfulness meditations and encouraging physical activity. They have also introduced financial literacy and nutrition workshops.

“The most successful initiatives to date are those organised by the teams themselves, such as our social netball team and Mount Taylor walks,” says Keerthi. “Since the activities are driven by employees, people are more interested and invested.”

Woden Community Service recognises that change takes time – so they deliberately started slowly with simple initiatives.

“Even small healthy changes to work habits like taking a break from the computer screen or going for a short walk can have a big impact on how people feel and perform,” says Keerthi.

“Our goal is to give our employees the resources and space they need to practice self-care so they can take care of their body and mind. This way they can bring their whole healthier and happier selves to work.”
For more information and support contact the Healthier Work team on:

EMAIL  healthierwork@act.gov.au
WEB  www.healthierwork.act.gov.au
FACEBOOK  /HealthierWorkACT
TWITTER  @HealthierWork
PHONE  6207 1692
For more information and support contact the Healthier Work team on:

EMAIL  healthierwork@act.gov.au
WEB  www.healthierwork.act.gov.au
FACEBOOK  /HealthierWorkACT
TWITTER  @HealthierWork
PHONE  6207 1692

Cover image credit: Thank you to the team at Woden Community Service for being our cover stars.