



ACT
Government

healthier
work

HELPING PEOPLE AND
BUSINESS THRIVE

CASE STUDIES 2017-18

SILVER

TAPPING INTO TEAM INTERESTS

National Archives of Australia – 370 staff

The National Archives of Australia can best be described as the ‘memory of our nation’: collecting and preserving Australian Government records that reflect our history and identity.

Tapping into the interests and enthusiasm of staff is key to driving a health and wellbeing plan at the National Archives of Australia.

“Some people are really passionate about certain causes and can be great ambassadors to help with your promotions,” explains David Wakeling, Director, People Management and Development.

Now into their second year, David finds they get better engagement from staff by finding and harnessing this passion, and ensuring activities are reflective of people’s interests.

“Ensure you have a dedicated champion that is able to spend a lot of time working on the program to promote events and organise activities,” says David.

Similarly, including initiatives where people feel driven about a charity cause can help people feel like they are a part of something or are making a difference – as the team’s fundraising efforts attest.

“Most recently we raised \$1,000 for Movember and \$4,700 for the World’s Greatest Shave!” says David.

For this year’s health and wellbeing plan, the team sent out regular health and wellbeing newsletters, offered mindfulness seminars, participated in Steptember, and engaged motivational speakers.

“We had Michael Aicholzer from Menslink and Dylan Alcott (Paralympian) for Men’s Health Week,” says David.

Plus, they source staff feedback annually through the Health and Wellbeing Staff Engagement Survey to guide their next plan.

The work is paying off, with an increased awareness for healthier decision-making and connection with the program.

“We’ve seen increased staff participation at events and this is important while undergoing a significant period of change within the Archives,” says David.

