

# healthier work



## CASE STUDY: Urban Contractors

### Name and position of person completing the survey:

Michael Burgess  
Managing Director  
Urban Contractors Pty Ltd

### Number of employees within organisation:

60

### Brief description of your organisation

We are a commercial Landscape and civil Company that does earthworks, road-works, underground services, hard landscaping, soft landscaping, structural landscape works and maintenance services which have a head office in Canberra and a smaller branch in Newcastle. From these bases we have successfully completed various projects throughout New South Wales, Queensland and Northern Territory.

### Why did your organisation start a workplace health and wellbeing program?

It has always been a part of the culture of the company to look after yourself and family first and if you need to have time to see one of your children at a school carnival during work time...or anything else for the family...just do it...as long as you inform all the stakeholders what you are doing.

### What did your organisation do to get a health and wellbeing program started?

Creating a healthy work environment has been part of our induction process since we started in 1984. Over the years we have put in place a variety of strategies and involvement has grown as we have grown, we treat everybody as family.

Every member of staff is committed to, and mentored through, a program of team leadership training, goal setting and personal development. Our aim is to work hard, play hard, have fun and live by the mantra "No problems- Just solutions".

### Were there any barriers that had to be overcome to get the program started? If so, how did you achieve this?

No barriers, everyone appreciate being included in the Urban activities such as Juvenile Diabetes Research Fund (JDRF) walk, Children's Christmas party, Urban Awards Night , Golf day etc.

*"We see the health and wellbeing program as an investment in people rather than a cost"*

# Health and Wellbeing Case Study

## **What were some of the initial strategies of your health and wellbeing program?**

A number of our strategies focus on helping the team keep in touch with their community by volunteering time and resources to community projects. Creating these opportunities, not only helps the community, it also helps to build a stronger team with a sense of social wellbeing and connectedness.

Initial strategies included:

- To give one day a year to the community of your choice
- To support the walk for JDRF by raising money as well as do the walk and make it an Urban family day
- To do community projects to needy people (too many to name but normally one domestic landscape a year).
- Donate landscape materials to schools, charities etc
- Did the entire landscape for the HOME project in Queanbeyan and supply labour and materials

## **What are some of the benefits that have been achieved as a result of your organisation's health and wellbeing program?**

Difficult to measure as it has always been part of our culture... it just makes us one big family...sure there are "Hic-cups" like any family, but there is a can-do attitude and a knowledge that this family owned company looks after everyone like family and that we intend to be in business for at least 200 years.

## **Have you been able to measure the return on investment since implementing your health and wellbeing program? If so, what were you able to measure and what results have you seen to date?**

We have not done these calculations as we see the health and wellbeing program as an investment in people rather than a cost.

## **Would you be willing to speak with other workplaces that need help or advice developing a health and wellbeing program? If so, please provide your contact details.**

For more details on Urban Contractor's health and wellbeing program please contact Michael Burgess on (02) 6249 1815.

If you would like to share your organisation would like to share its health and wellbeing experiences with other workplaces, please contact the Healthier Work team by emailing [healthierwork@act.gov.au](mailto:healthierwork@act.gov.au) or phoning 02 6207 3000 (option 1, then 4).