



**ACT**  
Government



**healthier  
work**

**HELPING PEOPLE AND  
BUSINESS THRIVE**

CASE STUDIES 2017–18





healthier  
work

## HELPING PEOPLE AND BUSINESS THRIVE

CASE STUDIES 2017–18



*"I'm delighted to be able to share with you the workplaces who have received support from Healthier Work during the 2017–18 year. Our Industry Advisor Michael Shaw and I have the absolute pleasure of supporting workplaces and their champions through mentoring lunches, on-site training and presentations, online forums, newsletters, an online workplace health and wellbeing score card, the ACT Online Employee Health and Wellbeing Survey, forums, networking breakfasts and through social media."*

**Christine Spicer**

Senior Manager, Healthier Work

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# Healthier Work workplaces for 2017–18

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 Platinum Status businesses who are now well into their fourth year of health and wellbeing activities.

Businesses that have achieved Gold Status and Silver Status are into their third and second year of tailored activities for staff, respectively.

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 culture.**

**We have featured Platinum Status businesses first, then Gold and Silver Status businesses, followed by First Year Recognised businesses.**

*Grosvenor Management Consulting is currently evaluating the impact of Healthier Work on Canberra workers and workplaces. The report will be released in the last quarter of 2018, which will provide appropriate advice to the Territory on Healthier Work's performance.*

*In the interim, Grosvenor has conducted on-site in-depth interviews with workplaces participating in the Healthier Work Recognition Scheme. These can be read throughout this publication under the heading, Interview.*

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## Foreword

*The ACT Government is committed to helping Canberra businesses build capacity for health and wellbeing initiatives for their employees.*

Practical support services, such as Healthier Work, help to create a thriving business environment. A strong and growing economy is essential to meet the needs of the Canberra community now and into the future.

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 Australians<sup>1</sup>. 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.

Healthy workers are more productive, happier people at work and in their personal lives. Given how much time the average adult spends at work, it makes sense for businesses to undertake relatively simple changes to create a supportive plan for better health. Ultimately, this effort by workplaces supports further innovation, growth and the advancement of our community.

Healthier Work Recognition encourages and acknowledges the commitment shown by workplaces in the health and wellbeing arena. By signing up to a 12-month health and wellbeing plan, businesses can tailor their plan to their individual requirements, all while receiving one-on-one support from Healthier Work at no cost. The plan is seen as a cycle, allowing continuous review and improvement and continual progression through the Recognition ranks.

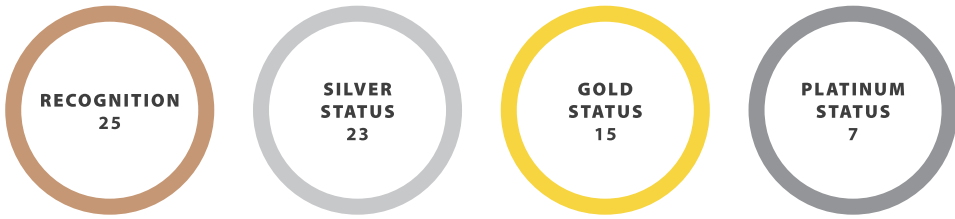
This ongoing commitment to workplace health and wellbeing has seen seven businesses recognised at **Platinum Status** this year, meaning they have been consistently implementing organisational changes to workplace policy, programs, culture and physical environment over more than four years.

Fifteen businesses achieved **Third Year Gold Status** and 23 were recognised as **Second Year Silver Status**.

Importantly, their employees are more productive, taking less sick days and improved workplace morale is evidenced.

1. Australian Institute of Health and Welfare 2010, Risk factors and participation in work, Cat. no. PHE 122, AIHM, Canberra.

## HEALTHIER WORK



### 2017-18 STATS

We were also thrilled to welcome another 25 **Recognised Status** businesses to Healthier Work this year.

It is important to note that workplace health and wellbeing programs take time to effect substantial change, particularly in relation to changing workplace culture. With any health promotion program, workplaces cannot expect all of the benefits to be available in the short term, but with time and persistence, significant benefits for workplaces emerge.

An ongoing independent evaluation of Healthier Work commenced this year to:

- refresh Healthier Work's program logic to ensure that the model aligns with the aims
- undertake a longitudinal study of Healthier Work's performance
- report on quantitative and qualitative results.

Preliminary results are already favourable, as demonstrated in the nine interview profiles featured in this booklet, which were conducted by the evaluation team. We look forward to sharing more of the results in coming months.

I trust you will enjoy reading about the many local businesses and their various approaches to investing in the health and wellbeing of their employees. For many workplaces, their efforts in maintaining a 12-month health and wellbeing plan are regularly rewarded in both obvious and less tangible ways, and they thrive on sharing their successes. Consistently, workplaces report a stronger sense of morale and the impressive achievement of personal goals.

Congratulations to all our participating workplaces and we look forward to supporting more businesses in the future.

*Greg Jones*

**Greg Jones**

ACT Work Safety Commissioner

## 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.*

### MENTORING LUNCHES

LEARN FROM OTHER BUSINESSES  
MEET NEW PEOPLE  
PICK UP RESOURCES  
GET MOTIVATED  
PROFESSIONAL DEVELOPMENT

### BREAKFASTS

NETWORK WITH OTHER BUSINESSES  
CELEBRATE YOUR HEALTHIER WORK STATUS  
LEARN FROM OTHER'S EXPERIENCES

### VISITS AND ADVICE

PERSONALISED VISITS  
ADVICE TO ADDRESS YOUR PARTICULAR WORKPLACE NEEDS  
IDEAS AND ONLINE RESOURCES

### BUSINESS PROMOTION

SOCIAL MEDIA PRESENCE  
CASE STUDY PROFILES  
NETWORKING OPPORTUNITIES

### CHALLENGES AND REWARDS

COMPETE AGAINST OTHER LOCAL BUSINESSES TO GET ACTIVE  
PHOTO COMPETITION  
RECOGNITION + DISCOUNTS AND SPECIAL OFFERS

## 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?

#### DO IT

Let staff know how to be part of it

#### CHECK IT

How is it going?

#### REVIEW IT

Did it work?

**CONTACT HEALTHIER WORK AT ANY STAGE**

# 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.

## Current Recognition XL workplaces

Canberra Girls Grammar School

evoenergy

National Library of Australia

National Archives of Australia

Questacon

Vikings Group

Woden Community Service



### TIP

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



PLATINUM

## Interview: AIATSIS

150 staff

*The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) was interviewed by Grosvenor Management Consulting on 17 May 2018 as part of a formal Healthier Work Evaluation.*

AIATSIS is a federal organisation established to promote knowledge and understanding of Aboriginal and Torres Strait Islander cultures, traditions, languages and stories. They employ 150 people in the ACT.

Amit Barkay is the Facilities Manager at AIATSIS, which has Platinum recognition status from Healthier Work. He heard about

Healthier Work through AIATSIS' involvement with Access Canberra's ACTSmart business recycling program.

"My first motivation for joining was personal: I'm passionate about health and wellbeing, I wanted to change the culture here, and to improve myself," says Amit. "In government agencies, there aren't always policies in

place beyond compliance with health and safety legislation, so I hoped to introduce to the organisation more of the physical activities that I enjoy, and to begin building a community around health and sports. It worked very well with our football team; three years on, all the people involved in that have built a really strong relationship with each other. So it has evolved! For us, it's now also about emotional wellbeing."

Amit and Healthier Work soon won over AIATSIS' leadership.

"Once management began to see that the Healthier Work accreditation was raising our profile, they quickly saw the benefit not just of carrying out the activities, but of our participation in Healthier Work. We're the first federal agency to do something like this, and we're very proud of that. The accreditation has been displayed in the Deputy CEO's office and in our reception, and our Healthier Work participation has appeared in the annual report twice."

Amit says that Healthier Work provides motivation for the champions to keep improving their workplace's culture.

"Whenever I approach the Healthier Work team, I get help!" explains Amit.

"The breakfasts they run are absolutely fantastic, you get to meet the whole team, including Greg [Jones, the ACT Work Safety Commissioner], and get a reminder that there is a lot of momentum behind this. They also have professional speakers, and you get to share ideas with the other champions."

AIATSIS currently operates two campuses, two kilometres apart. Amit has taken this as an opportunity.

"We provided electric bikes for travel between the campuses, and we encourage people to use those, or to walk, instead of taking a taxi. We also promote cycling to work, and each year we do the Pedal Power Big Canberra Bike Ride as an organisation. It's been really successful – about 25 of our staff cycle to work all year round, and much more than that in summer, so we've had to double the size of our bike shed!"

During their years in the program, AIATSIS has undertaken a wide range of physical, nutritional and health initiatives, many of which have become business as usual and had lasting impacts on the health of the people who work there.

"We now provide healthy lunches, and we've eliminated sugary snacks in meetings. As we are located by the lake, lunchtime walks are very popular. Our staff surveys have showed a reduction in the numbers of smokers and the amount people are drinking is significantly down. We've also had anti-stress initiatives – one very popular one was an African drumming session for everyone to have a go on and let loose. One of our employees stands out as having been transformed by Healthier Work; she even needed a cane to walk, but now she is improved beyond recognition in physical and mental health, she has more confidence, and even held some public speaking engagements to promote it. It was an amazing impact to have had."



## TIP

*Use your calendar to remind you to schedule in some breaks to get a glass of water, or go for a walk.*



PLATINUM

## Interview: Barmco Mana McMurray

Eight staff

*Barmco Mana McMurray (BMM) was interviewed by Grosvenor Management Consulting on 16 May 2018 as part of a formal Healthier Work Evaluation.*

**BMM is an engineering consultancy based in the ACT, where they have recently hired their tenth employee.**

Leah Wheelhouse is BMM's Business Development Manager. BMM has just achieved Platinum Recognition Status in the Healthier Work program, after over three years participating in Healthier Work.

"We're a small office and we like to look after our staff; Healthier Work is a really good way to do that, and we liked the idea of making

health and wellbeing part of our office culture, and Healthier Work has had a financial impact on the business too," says Leah. "When you keep staff happy and healthy they want to come to work, they want to be productive: our rates of absenteeism look very good compared to the industry average."

BMM has taken on various initiatives aimed at making office work more physically healthy.

"We've done a number of things across the years; we do the fruit basket every day, and

a healthier lunch every week. We do walking meetings – once we even did a meeting on longboards, that was interesting! We also all stand up whenever we're on the phone. Being Healthier Work registered really makes you ask 'What's a healthier way we could do this?' about all those processes around the office, it's always in the back of our minds."

They have also focused on being more mentally healthy.

"Healthier Work has been very beneficial for us, and the office is a happy place; sometimes we'll break out to hit a cricket ball or kick a football with each other," says Leah. "We've put up posters and distributed information about stress. This year we'll let off steam with a lego design challenge and we've just had grant approval from Healthier Work for a break-out room with foosball table! Some of the things we've done here, I know have been taken home as well. We have now introduced flexibility: using office365 we can work from home when needed and this is great for reducing stress."

Leah says that Healthier Work has added value to BMM's health and wellbeing culture through its people and its delivery model.

"The Healthier Work team itself cannot be faulted. They are always available and come back to you promptly. They are great for getting you started and giving ideas. The networking lunches are great for sharing ideas with other businesses and Healthier Work has recently introduced grant funding to help with events with a cost attached or changes to the physical workplace, which is great."

Leah recommends Healthier Work to other workplaces, even those which may already have a strong health and safety record.

"As engineering consultants, we're very aware of Workplace Health & Safety laws, but they don't offer a point of contact, or the feeling of being engaged in something beyond your company. Healthier Work gives a 12-month plan to focus on. WH&S is all about what not to do, Healthier Work is about thinking about what could be better and actively improving things."

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*"Canberra Business Chamber supports Healthier Work. We have partnered to deliver workshops to our members highlighting the business benefits of creating a healthier work environment. It is good for both your business' bottom line and the health of your staff."*

**Robyn Hendry**

Chief Executive Officer, Canberra Business Chamber

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## Capital Chemist Wanniasa Creative and fun initiatives

24 staff

PLATINUM

*Capital Chemist Wanniasa has served the Canberra community since 1978. They strive to be the pharmacist experts of extended hours' healthcare in the south of Canberra.*

The close-knit team at Capital Chemist Wanniasa continually advocate for living a healthy life, having signed up to their first health and wellbeing plan four years ago.

It all began with a simple goal.

"We wanted to get our team to engage with healthier habits and to increase team morale," says Natasha Jovanoska from Capital Chemist Wanniasa.

Their commitment since then has paid off, with team bonding a positive side-effect of spending time together doing physical challenges and focusing on better nutrition.

Team meetings help them sort out the popular activities that people are keen to engage in.

"Some of our most successful initiatives have been our participation in September every

year," says Natasha. "We've also increased our water consumption by getting team-branded water bottles."

They also get creative with their ideas – introducing walking meetings and dance challenge nights.

"We even tried dodgem cars where we wore beer goggles to show the effects of drunk driving," says Natasha.

While finding the best times for the majority of staff to participate in activities is the biggest challenge, Capital Chemist Wanniasa still reaps the benefits with greater productivity and staff morale, and recommends all businesses give it a go.

"Just go for it! You have nothing to lose, only things to gain!" says Natasha.



## Snapshot

### Civium Property Group

Property management

#### 75 staff

- Healthy breakfast
- Step Challenge with the Heart Foundation
- Quit Smoking seminar
- Healthy Cooking Class by Nutrition ACT
- Promote LiveLighter
- Board games
- Weekly fruit delivery



## Interview: Delnas Metal Roofing

26 staff

PLATINUM

*Delnas Metal Roofing was interviewed by Grosvenor Management Consulting on 9 May 2018 as part of a formal Healthier Work Evaluation.*

**Delnas Metal Roofing is a Canberra-based commercial, residential and heritage roofing company that has been involved in numerous high-profile Canberra building projects, such as the National Arboretum Village Centre.**

Nicole Leishman is the co-owner and Office Manager of Delnas, and Delnas' Healthier Work Champion.

Six years ago, the company was struggling with the sudden passing of a long-term employee, a big personality whose loss was felt deeply by everyone. Nicole was worried about the mental health of her employees and was searching for solutions. She heard about Healthier Work through the ACT WorkSafe Commissioner's twitter feed early the following year.

"Healthier Work has been a turning point for this company," says Nicole. "Previously, as a blue-collar company, our focus was very much on safety and reducing workplace incidents: we thought we were valuing our staff and we thought they knew that. But we were concentrating on output, not necessarily on

the people. Now the focus includes health and wellbeing. It's made me as a business owner, and my staff, much more mindful of what is going on with the people around us. This has always been a family business, but we're a really big family now, looking out for each other!"

Delnas has focused many of their Healthier Work initiatives on mental health, and fostered a close relationship with the OzHelp Foundation. With a workforce of predominantly young men who spend most of their time on-site, many of whom are contractors, getting buy-in for Healthier Work initiatives is not always straight-forward. Last Monday, as part of Healthier Work, Delnas offered all staff flu vaccinations.

"It can be a challenge," explains Nicole. "I've got a lot of tough boys who don't like needles! But Healthier Work is all about starting conversations, and Christine and Michael [from Healthier Work] gave us the motivation to take small steps towards making health and wellbeing part of our core business, which is where we are now. Recently I was out on

a building site and overheard our employee banter over who had brought the healthiest lunch!"

In an industry with high staff turnover, Delnas' staff retention has been strengthened since joining Healthier Work. Of 26 permanent staff, they have had three leavers in the last two years, a staff turnover rate of just 6%. One contractor even asked to become a permanent staff member on the basis of the company culture.

Absenteeism has reduced with improvements in morale, noticeably turning around the performance of some staff members, and presenteeism has decreased since implementing the Fit For Work policy developed as a result of Healthier Work.

"The success is that this is Delnas now," says Nicole. "Our staff expect it, and it feels like home. Healthier Work highlighted various

issues that we didn't realise we had, and it's also helped our bottom line."

Changing the culture at Delnas has even touched people who don't work for Delnas.

"It's not just about generating conversation here, but also at home. I know that this has had a wider impact, because employees approach me about their family members' health and wellbeing. I think my repeated acknowledgement of the importance of mental and physical health has encouraged this."

Since January, Delnas has had Platinum Status in the Healthier Work program.

"We're very proud of it: we put it in our address block and email signatures!" Nicole says. "I've been quite surprised at all the attention we've had as a result of our involvement. Healthier Work is just so simple."



## DID YOU KNOW?

*Healthier Work has overseen 10,128 Canberrans make the healthier choice the easier choice within the workplace setting?*



## Snapshot

### Greening Australia

Not-for-profit

**15 staff**

PLATINUM

- FebFast
- Healthy recipe sharing lunch
- Health and wellbeing as part of induction process
- Water for a week challenge
- Dry July
- Walking groups and challenges
- Water bottles



## Snapshot

### PhysioSport O'Connor

Health

**50 staff**

PLATINUM

- Healthy snacks for morning teas and staff meetings
- R U OK Day events
- FebFast
- Outside courtyard to encourage breaks
- Weekly fruit supply
- Pilates classes
- Filtered water dispenser



## Whole of Canberra Workplace Challenge inspires hundreds

*In April 2018, Healthier Work partnered with the Physical Activity Foundation to embark on an inspiring fitness challenge across all workplaces in Canberra.*

"It was exciting to kick off the inaugural Whole of Canberra Workplace Challenge this year," says Christine Spicer, Senior Manager for Healthier Work. "With more than two-thirds of ACT workers not getting the recommended 30 minutes a day of moderate physical activity on at least five days of the week, we wanted to show people how easy it is to improve this statistic – especially while at work."

The Challenge ran over two weeks, with workplace teams encouraged to sign up and choose from a number of 10-minute activities.

"Teams could log points for a 10-minute walking meeting, calf raises at their desks, taking the stairs, or parking the car further from the office and walking the rest of the way," explains Christine. "Importantly, they had to complete three of their chosen activities per day to be able to log their points via TeamApp."

The Physical Activity Foundation also ran pop quizzes on social media and teams could upload photos of themselves in action via Facebook. It helped to generate a buzz all around Canberra.

"After the two weeks, the team that logged the most points was fittingly from ACT Health," says Christine. "Evatt School's SOARing eagles got second place and the Clean Energy Regulator's Oh My Quad! team landed third place."

"We were really impressed with the effort put in by so many organisations. All up, 183 teams registered to compete – with more than 1800 Canberrans taking part," says Christine.

It's expected many more will join in for the next challenge in June 2018.

"The Whole of Canberra Workplace Challenge is an excellent way to boost team motivation and bring people together for their health and fitness – plus it's lots of fun!" says Christine.



## Animal Health Australia Take the stairs!

34 staff

GOLD

*Animal Health Australia (AHA) is the trusted national coordinator, brokering arrangements for government and industry partnerships and collaborations to strengthen animal health and biosecurity in Australia.*

One of AHA's key values is commitment to our people," says Kathleen Plowman, Chief Executive Officer. "We want our people to flourish due to personal fulfilment through job satisfaction, professional growth, continual learning and a sense of achievement; the cornerstone to achieving this is our staff's health and wellbeing."

A focus on getting people up from their desks has been at the heart of AHA's health and wellbeing plan this year, and it is making a noticeable difference.

"Participating in Healthier Work has encouraged and assisted some of our staff to make healthier changes to our workplace and their lifestyles," says Kathleen Plowman, Chief Executive Officer. "Since starting in 2014, the program has become a way of life at our workplace."

Activities in their plan include their stairwell challenge, bringing your dog to work day, and encouraging staff to spend more time outside – they have even bought new outdoor furniture.

"Our stair challenge has been very successful and brought out some competitive spirit

amongst staff," says Kathleen. "This was an inaugural event and staff are keen to do it annually."

As part of the challenge, staff counted the number of stairs walked each day and team captains were equipped with pedometers. Movie vouchers were given to the winning team.

It has also been encouraging to see staff create activities beyond the formal plan.

"Staff have started their own group walks at lunch or runs up Mt Ainslie, which often sees a number of staff of varying fitness levels join in," explains Kathleen.

Each year, the AHA reviews staff preferences and looks at refinements to make the plan more engaging.

"Our aim for this year is to have each stream within our workplace take carriage of a health priority," says Kathleen. "Having more staff help implement the activities will ensure a commitment to the plan and allow for more involvement and ownership from all staff, resulting in a culture change."

## Bradley Allen Love Lawyers Supporting the community and each other

75 staff

GOLD



*Bradley Allen Love Lawyers is a law firm that prides itself on its lawyers being not only talented and innovative but capable of going beyond the traditional legal role of reactive adviser to working as an extension of their clients' businesses.*

There are many benefits of reaching third year Gold Status, such as a more refined process for forming and implementing a health and wellbeing plan.

Bradley Allen Love Lawyers use regular staff surveys and a suggestion box to gauge interest, then include a variety of activities – combining existing and new initiatives each year. It's a technique that works, and it has become an embedded part of the team's culture.

"We are a firm of many shapes, sizes and interests," says CEO Cecilia Blewitt. "With this in mind, each year we grow our plan to add new inclusive initiatives such as salad club and crochet club and include the promotion of stress management techniques, including bringing mindfulness practices into the workplace."

Their comprehensive plan covers physical activity, healthy eating, social and emotional wellbeing, and reducing alcohol consumption.

"Our well-established PT program, delivered twice a week by a qualified trainer cost-free to our staff, is the cornerstone of our plan," says

Cecilia. "We balance this with initiatives such as the nutrition seminar that we held as part of Smart Eating Week in February, presented by an accredited practising dietitian. The seminar covered how to incorporate healthy food choices into daily life in nine simple steps. It also had a focus on practical healthy eating tips as well as busting common food myths."

Linking some of their social and team bonding activities to a charity has ensured the team are connecting with the broader community, while still fostering greater staff interaction that goes beyond the tea room.

"For each 12-month period, we choose a charity and all our fundraisers for the year go towards helping them," explains Cecilia. "For 2018, our charity partner is Hands Across Canberra, who provide funding and services to other charities across Canberra, directing resources where they are needed most."

"Having a charity partner brings out the best in our employees and allows them to feel good about the work they are doing."

## Snapshot

### Canberra Endodontics

Dental

12 staff

GOLD

- Reminders to stretch
- Remove sweet eats
- Healthy eating posters
- Commence staff meetings with a 10-minute walk
- Healthy eating club
- Walking challenge



## Canberra Labor Club Limited Keeping activities relevant, fun and meaningful

150 staff

GOLD



*With more than 60,000 members across four Canberra venues, Canberra Labor Club Group provides great dining and entertainment options in a relaxed and stylish club atmosphere.*

A long-term champion of health and wellbeing in the workplace, the Canberra Labor Club Group continually refine their approach by asking staff what they want.

"We always seek advice from our staff as to what activities will be included in the annual health and wellbeing plan," says Lynda Bailey, Senior Human Resource Officer. "We discuss them at meetings across the venues at all levels from senior management through to our department meetings.

"We also have suggestion boxes at our venues where staff can provide ideas or feedback to further support collaboration in our decisions on what goes into the plan."

This collaboration ensures activities in the health and wellbeing plan are well attended, giving staff the best opportunity to thrive in a healthy work environment. As Lynda notes, this sense of strong morale is particularly important in a customer service environment.

"If our people feel valued, respected and happy, this will be displayed through their work straight to our customers," says Lynda.

Some of the activities and initiatives in their plan include the Steptember Challenge for inter-club competitiveness, which also raises money for Cerebral Palsy Alliance; Mental Health and Awareness Training, in conjunction with Lifeline; an annual Thredbo expedition; and attendance at the Comedy Festival – because laughter really is the best medicine!

"Our annual staff ski trip to Thredbo is very popular," says Lynda. "Staff enjoy the fitness and thrill of the activity, but it also brings our people together in an activity outside of work.

"Our staff are our greatest asset and based on that we aim to do as much as we can to create a healthy work environment so our people can thrive."



## Snapshot

### CIT Centre for Health Community & Science

Health

**200 staff**

- Alcohol policy and safe consumption seminar
- Promote mental health support services
- Encourage use of EAP
- Distribute healthy recipes
- Stretching app on all staff computers
- Healthier shops, cafes and takeaways close by

## Early Childhood Australia Healthier work, healthier life

60 staff

GOLD



*Early Childhood Australia (ECA) is the national peak body for early childhood, 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.*

Now into their third year – and gold status – the ECA team has seen a shift in staff behaviour when it comes to health and wellbeing.

“Staff engagement is noticeably higher and we see active change in staff doing wellbeing activities outside of the activities the WHS Committee plan,” says Abra Pressler from ECA.

Their plan includes a variety of inclusive initiatives across physical health, nutrition and emotional wellbeing.

“Last year, the office did Stepentember, a 10,000-step challenge,” says Abra. “We also have a dedicated morning tea each Friday where we share food and take time to unwind from the week.”

Based on staff feedback, the team also actively supports their local community through fundraising efforts – even recently inviting neighbouring businesses to share in a healthy

barbecue lunch. Plus ECA encourages walking meetings, fresh fruit in the office and they have introduced seated massage.

“We’ve been working with a local massage therapy clinic and have organised free 15-minute massages for employees to reduce the strain and other injuries, and indulge a little during work hours!” says Abra.

With some staff located interstate, they work creatively to engage everyone in both planning and in the activities. They use a workplace messaging system and videoconferencing to help bridge the gap and keep everyone united.

ECA’s commitment to workplace health is highly valued by the team.

“We know that when we value employees and what’s important to them, we see that reflected back into productivity and a better work-life balance,” explains Abra.



GOLD

## Interview: Goodwin Aged Care

555 staff

*Goodwin Aged Care was interviewed by Grosvenor Management Consulting on 2 May 2018 as part of a formal Healthier Work Evaluation.*

Goodwin Aged Care runs a number of nursing homes and aged care services across the ACT. They have 500 employees on their sites, plus over 100 staff in their remote workforce.

Turin Prasantha is Goodwin Aged Care's Manager People and Culture. In 2016, Goodwin had introduced an Employee Assistance Program (EAP) and begun a concerted effort to improve health in the workplace. Turin heard about Healthier Work at an ACT Worksafe event sponsored by Access Canberra. Goodwin's CEO was supportive, so Turin put together a business case. He secured funding to hire a dedicated Wellbeing and Rehabilitation Advisor and a budget to implement Healthier Work.

"Healthier Work has been very valuable to us," says Turin. "They helped us to put together the business case to get started and they

have provided material support for many of our challenges, for example giving us water bottles for our staff during our hydration initiative and helping to organise and fund seminars. We post the content from their monthly newsletters onto our intranet, the Healthier Work networking lunches and breakfasts are very useful, but most of all, Michael's support and mentoring over the last 24 months has been invaluable."

With a workplace like Goodwin, ready to commit resources to health and wellbeing, Turin feels that participation in Healthier Work provides a ready supply of new ideas and a structured framework within which to implement them.

"We've created a seasonal calendar of activities, with two activities per month," explains Turin. "Our initiatives have included distributing Fitbits for walking challenges, a

hydration initiative and a recent round of flu shots, which had an 82% uptake from staff. Flu shots are very important given the nature of our business, we're aiming to get that up to 95% next time.

"We put up 'Quit Smoking' posters and offered staff material help to quit smoking. Six staff members did; that sounds small, but it's one of the hardest behaviours to change and the impact on their health is huge. We repeat some of our activities based on the participation rate and the feedback from staff. Our social events have been very good for morale, and events with food always have high participation!"

Goodwin has invested in Healthier Work, and so they have tracked their outcomes carefully. Turin says the business has already seen significant benefits.

"Absenteeism has fallen from 7% to 5.6% in the last 12 months; now we're aiming for 4%. Staff turnover used to be around the industry average of 23%; it's currently at 13.7%. We have improved employee engagement and

all our managers agree that morale is visibly higher. In particular, we've made it easier for people to come back to work after injuries, and so we've seen a huge decrease in the time taken to return to work, and we estimate that we've saved \$500,000 in rehab costs."

This return on investment has given Goodwin Aged Care the confidence to commit even further to their staff's health and wellbeing, bringing in more policies aimed at making Goodwin a healthier and happier place to work.

"As part of Healthier Work, we've introduced domestic violence leave," says Turin. "Healthier Work has also inspired us to put together a business case for a suite of targeted activities and reforms to improve our mature age [45+] workforce retention. Many of our jobs are very physical and can have quite antisocial hours, so we hope that by addressing some of those pressures and introducing more flexibility, we can induce more of our older staff to stay here."



## DID YOU KNOW?

*Every dollar you spend creating a mentally healthy workplace can, on average, result in a positive return on investment of \$2.30?*

*Creating a mentally healthy workplace. Return on investment analysis. Pricewaterhouse Coopers (2014)*

## Snapshot

Lend Lease (ACT)

Construction / real estate

55 staff

GOLD

- Healthy cooking demonstrations
- Fitness trackers
- FebFast
- Fatigue management awareness
- Skin and health checks
- Mental health awareness posters
- Break out lounge
- Lend Lease family day



## Moulis Legal Simple measures for a stronger team

19 staff

GOLD



*Moulis Legal is a progressive modern legal business handling commercial and international matters.*

The Moulis Legal team actively supports a healthy work environment because they have witnessed first-hand how planned activities help to build a stronger team.

"We recognise the need for staff to be healthy and active, as well as coming together as a team," says Office Manager, Allison Periam.

Since introducing their first health and wellbeing plan three years ago, they've continued to reap the benefits of a cohesive and driven workforce.

"Teamwork has improved and people enjoy the activities, which has resulted in increased motivation at work," says Allison.

In their current health and wellbeing plan, they combine initiatives such as weekly mindfulness hints, seminars on better posture, healthy event catering, as well as personal training sessions twice a week.

A recent staff survey indicates that there is a good work/life balance environment and more than 94% of staff are happy working with Moulis Legal.

Importantly, Moulis Legal make adjustments to the plan each year to keep the team engaged and enthusiastic, while recognising not everyone will be able to get to every activity, so offering a variety of activities is particularly useful.

Allison also regularly attends Healthier Work events for mentoring and networking, which serves to freshen ideas for new or different activities for the team.

"Even the smallest thing can mean a lot to employees," says Allison. "It's not hard to do and doesn't take a huge amount of effort.

"Happy, healthy and active staff means more productive outcomes for all."

National Capital  
Private Hospital

## A thriving team provides quality care

400+ staff

GOLD



*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 chemotherapy and rehabilitation services.*

A healthy workforce is essential when working within the healthcare industry.

“Happy and healthy staff means our patients get the best care possible,” says Jessica Kearney, Health Information Services Team Leader.

Yet it does come with its challenges, with the hospital offering around the clock care and the large number of employees working diverse schedules.

“It has been challenging to capture all staff who work different shifts,” says Jessica.

Even so, National Capital Private Hospital continues to develop its annual health and wellbeing plan based on input from staff and management, and they’re now into their third year. They’re continually seeking to improve productivity and retain happy, healthy employees.

Their current plan and goals for this year include a water awareness challenge, walking groups at lunchtime and a pedometer challenge. Healthscope Corporate also launched a Health Wellness Program, which is proving to be a big boost towards National Capital Private Hospital’s healthier work goals.

“We have also gone smoke-free while in uniform and have had great success with an in-house presentation from the Cancer Council on tobacco cessation,” explains Jessica. They also run staff movie nights, participate in September and raise funds for the World’s Greatest Shave.

Jessica encourages other businesses to give it a go, no matter your business size or complexities.

“Jump in! Take on the challenge and watch your employees thrive!” says Jessica.

# Interview: National Nursing Agency | National Healthcare Services | National Community Care

100 staff

GOLD



*The National Nursing Agency | National Healthcare Services | National Community Care was interviewed by Grosvenor Management Consulting on 17 May 2018 as part of a formal Healthier Work Evaluation.*

The National Nursing Agency | National Healthcare Services | National Community Care is a family-owned and run business in the ACT which provides nursing staff and carers as contractors to hospitals and other medical facilities. They currently have 100 contractors on their books.

Natashia Telfer is the National Nursing Agency (NNA), National Healthcare Services (NHS) and National Community Care (NCC) Healthier Work champion. She says that Healthier Work has helped National to make a meaningful connection with their contractors.

"Our weakness was that we were so separated from our team and didn't see them," says Natashia. "We have flipped that. Healthier Work is a good way of reaching out."

Not only that, but Healthier Work has had an impact on National's relationship with their clients and on their clients' workplaces.

"We go out to client facilities to visit staff, and we compile quick service guides to help new staff to get used to those facilities and

settle in. It lets us get to know our clients, too. We have distributed mental health and emotional wellbeing information packs at our client sites. Things like beyondblue have had a much wider impact, because our clients, which include hospitals, have hundreds of employees in their own right, and they all see these too."

National employees have received water bottles, keep cups, massage balls, hula hoops and other material help for their initiatives from Healthier Work, and benefitted from the suggested annual activity schedule sent by Healthier Work.

"We've learned that the seasonality of the activities is important, and so Healthier Work's suggested calendars of initiatives have been very useful – and as various things have become embedded in our culture, we've begun to improvise more with initiatives," explains Natashia. "We started doing Christmas in July and inviting all our contractors and their loved ones as a result

of Healthier Work. We do it with a healthy focus: outdoor activities and no alcohol. Some changes are ingrained: we distribute pedometers and do walking challenges every year, and now, if there are any movies out with a healthy angle then we'll all go to see them."

As a business that provides contract labour, Healthier Work's impacts on morale at National have had important and beneficial consequences for the company.

"Healthier Work's impacts on our staff have shown through in our work. We've become first preference with many of our clients – they say our staff are the happiest among all our

competitors, and so they want to work with our team. Sick leave is down significantly, and the rate at which our employees make themselves available for shifts has increased significantly, which is important for our business, and our team are now referring their friends to us, recommending us as a good employer to work with. Our team has nearly doubled in size since joining Healthier Work and I believe this is because of the culture we foster. Our number of claims for workplace incidents has come down from two claims per quarter before joining Healthier Work to one claim in the last three years."



## ***DID YOU KNOW?***

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*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)*

## Snapshot

OPC IT Pty Ltd

IT

26 staff

GOLD



- Stretching and walking meetings
- Sleep management and fatigue lunch and learn session
- Power nap chair for the gym
- My Fitness Pal app
- Healthy morning tea for Cancer Council
- Positivity Hat
- Planking challenge
- Lunch time quarterly mingle
- Smoke-free end of financial year get together

## Snapshot

Richardson Primary School

Education

30 staff

GOLD



- Discourage chocolate as a fundraising option
- After school yoga
- Healthy morning teas
- Staff versus students sport at lunchtime
- End of term staff massage
- Workload reduction plan
- Discounted gym memberships
- Foam rollers
- Family Friendly Week – no after school meetings



## Sportsmans Warehouse Persistence pays off

60 staff

*Sportsmans Warehouse is built on a passion for providing outstanding customer service and fostering fit communities.*

Now into their fourth year of a formalised health and wellbeing plan, the team at Sportsmans Warehouse continue to embed healthy philosophies into every day.

“We have a genuine commitment to ensuring we are actively engaging our staff in a healthy workplace environment,” says Jason Heddle, Retail Operations Manager.

They use social events – such as healthy morning teas and table tennis tournaments – daily walks, and their purpose-built in-house cardio and stretching room. They also have a healthy drinks fridge stocked with Remedy Kombuchas, Spring Water, and no added sugar organic drinks – all in glass, no plastic.

All staff from full-time to casuals are encouraged to get involved, even though the pace of retail can make activities tricky to coordinate to suit everyone.

“Time is the enemy, but we persist!” says Jason.

Sportsmans Warehouse has seen a steady increase in staff engagement and interaction, and they encourage other businesses to also have a crack.

“Healthier Work will increase your engagement with staff and encourage healthy relationships as well as healthy bodies,” says Jason.



## UNSW Canberra Prevention is better than cure

400 staff

GOLD



*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.*

Offering tailored health and wellbeing activities is an investment UNSW Canberra has embraced with enthusiasm since being recognised by Healthier Work almost four years ago.

"There is no better investment for a business than in their employees' health and wellbeing," says Vaish Muralidharan, Senior Health, Safety and Facilities Officer from UNSW Canberra. "Physical and mental health and wellbeing influence each other and effect productivity, absenteeism, presenteeism costs and morale." "I strongly believe prevention is better than cure."

UNSW Canberra's range of activities for physical and emotional health is impressive, ranging from boot camp and nutrition demonstrations to resilience seminars, walking groups, yoga and the popular Global Challenge, where teams of seven compete globally over 100 days to improve physical and psychological health. In addition, they bring people together for national 'days' such as Ride to Work Day and Harmony Day.

"It does not have to be expensive or time-consuming," explains Vaish. "Linking your staff into other programs in the community is a good start."

Given the size of the university, they decided to share the coordination load to encourage greater engagement with staff within the different schools.

"We decided that trying to do it all centrally was not working and now we have a team of five health and wellbeing champions across the various schools who actively campaign the events among their unit staff members," says Vaish. "Since doing this, we have seen a gradual rise in interest and engagement among staff in general."

The investment in time and planning has paid off, with an improvement in social engagement, morale and productivity among employees.

"Kudos to the ACT Government and Healthier Work for this initiative and in supporting many more workplaces in making an investment that is worthwhile!"



## Events for networking and recognition

*Healthier Work hosts breakfasts, lunches and forums each year to encourage networking, acknowledge workplaces for their Recognised status, and provide hints and tips for improving health and wellbeing in the workplace.*

“These are an integral part of our service,” explains Michael Shaw from Healthier Work. “Bringing workplaces together helps to generate fresh ideas for health and wellbeing

activities, and it’s an opportunity for workplace champions to recharge so they can proactively promote their plans to other staff back in their workplace.”

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### Networking breakfast – March 2018

In March 2018, a breakfast was held outside overlooking the sporting fields at the University of Canberra – home to the UC Brumbies and UC Capitals. Various businesses were acknowledged for their efforts in developing a 12-month health and wellbeing plan, with speakers from ACTEW AGL Retail, Goodwin Aged Care and National Capital Private Hospital providing insights into the benefits and challenges they’ve encountered.

Meegan Fitzharris MLA officially launched the Whole of Canberra Challenge, and Robyn Hendry, CEO of Canberra Business Chamber spoke of the Chamber’s rewarding partnership with Healthier Work, including supporting Healthier Work champions through quarterly workshops.



#### TIP

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*Try the Healthier Work online Score Card to identify potential workplace changes.*



## Mentoring lunches – monthly

Healthier Work mentoring lunches are held specifically to guide champions in their day-to-day implementation of health and wellbeing plans.

“Sometimes the Healthier Work champions feel like they’re constantly communicating with their peers to get them involved,” says Michael. “These mentoring lunches provide an outlet to get them re-energised with new ideas and connections.”

Lunches were held at the National Library of Australia, Civium Property Group, ACT

Government Education Directorate, Canberra Labor Club Stirling, and the Heart Foundation ACT. Each lunch featured a presentation, with great advice offered by Lifeline Australia, the ACT Active Travel Office, and the Cancer Council.

“Our Christmas lawn bowls lunch was excellent fun and a great way to cap off a successful year for many of our workplace champions,” says Michael. “And we all joined in a walking group after the February lunch with the Heart Foundation ACT.”





## Healthier Work Day – 12 October 2017

Now in its fourth year, Healthier Work Day raises awareness of the benefits of creating a healthier workplace through social media, events and a photo competition. It also coincides with National Safety Month.

“We held a fantastic forum at CIT in Reid with three insightful sessions,” says Michael. “We were pleased to have more than 200 people come along.”

The sessions included fun ideas for workplace activities from the Physical Activity Foundation, the benefits of a high performance culture from Health Appraisals, and evidence-based nutrition advice from the ACT Nutrition Support Service.





**Banana bran muffin**  
(low sugar)

## Snapshot

Access HQ

IT

115 staff

SILVER



- Walking challenge
- R U OK? Day
- Australian Red Cross Blood Service blood drive
- Themed days to recognise events
- Healthy eating workplace challenges – eat a different fruit every day for a week
- beyondblue online resources
- Yammer page for staff pics and comments
- Workplace massage therapy day

## Snapshot

Arrow FM

Facilities Management

15 staff

SILVER



- Discounted gym rates
- Golf day
- Information about healthy on-the-go meals and snacks
- Tradies Tune Up through OzHelp
- Stand-up desk
- Friday lunchtime mini-meditation session
- Dry July
- Smoothie machine



## Snapshot

Australian College of Mental  
Health Nurses Incorporated

Not-for-profit

12 staff

SILVER

- Team entered into a corporate event
- Exercises to do at their desks
- Stress Down Day
- Monthly staff barbecue with frisbee and healthy food options
- Use downstairs bathrooms to encourage use of stairs
- Incentives for physical activity



### DID YOU KNOW?

*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)*

## Canberra Prosthodontics Healthy eating as a team

12 staff

SILVER



*Canberra Prosthodontics is the premier restorative dental practice in the nation's capital, providing specialist services in aesthetic and functional dentistry.*

It's a small team at Canberra Prosthodontics, yet their health and wellbeing plan contributes to ongoing team bonding and keeping staff engaged and motivated.

"We started with Healthier Work two years ago to encourage our staff to become healthier and more active," says Tina Critchley, Practice Manager. "We also wanted to promote team bonding."

Their plan is developed based on staff suggestions and includes a strong emphasis on healthy eating.

"We have a soup day, as well as themed lunches where all staff happily bring in food to share," says Tina.

Other activities include barefoot bowls, purchasing basic sporting equipment for the office, and participation in Dry July.

"It all contributes to better staff morale and engagement," says Tina.



### TIP

*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

### Capital Chemist Southlands

Health

30 staff

SILVER

- Seminar with a qualified nutritionist
- Fruit supply
- Park Run on Saturday mornings
- Walking/steps challenges with pedometers
- Community walking group for staff and patients
- Drink bottles
- Social functions when alcohol isn't expected



## Snapshot

### Gordon Primary School

Education

45 staff

SILVER

- Massage therapist once or twice a term
- Go home early, it's Friday!
- Family friendly week each term
- Walking group
- Healthy food and drink options at social events
- Support for nicotine replacement therapy for employees and family members
- Remove lolly jar and biscuits from staff room – replace with fruit, nuts

# Interview: Griffin Legal

21 staff

SILVER



*Griffin Legal was interviewed by Grosvenor Management Consulting on 17 May 2018 as part of a formal Healthier Work Evaluation.*

**Griffin Legal is a law firm which employs 21 people in its offices in Canberra and Melbourne, both of which participate in Healthier Work.**

Griffin Legal is about to enter their third year in the Healthier Work program, after becoming aware of the program through Twitter. Penelope Gibbons, Office Manager at Griffin Legal, explains that Healthier Work is a good fit for Griffin Legal.

"One of our Partners, Peter McGrath, played for the Raiders and is a former Chairman of the Australian Rugby Union, and we do a lot of advisory work for sporting organisations, so we take sport quite seriously," says Penelope. "Griffin Legal supports staff to play sports outside the office, and we'll always ask each other how we played at the weekend! We're very proud of our culture here, and Healthier Work has become a priority – it keeps health at front of mind for us."

As a law firm, there can be times when their lawyers are unable to participate in certain planned Healthier Work activities due to their commitments to clients and the Courts, and so

there are some limitations on what initiatives and activities are appropriate.

"Healthier Work has been really good at tailoring our activity plan to what we need," explains Penelope. "Early morning and late evening activities don't always work for us, and we wanted a focus on initiatives that would combat stress in the workplace. The mental wellness initiatives have really had an impact on our culture and opened up a dialogue in the office. We also do activities to keep the place physical and healthy in work hours – encouraging staff to get out of the office at lunchtime, offering healthy food options at all functions and staff meetings, and walking meetings are embedded in our daily practices now."

Penelope describes some of the changes to Griffin Legal policies and the physical workplace that have come about as a result of involvement in Healthier Work.

"Although we have always been champions of good mental health and have always had policies and procedures that encourage healthy practices, being a part of the Healthier

Work program has encouraged us to develop these policies more thoroughly and to make these policies more practical and easily implemented. We have incorporated mental health awareness and strategies into our professional development sessions, and our workplace policies have been altered to make sure it's easy for staff to take leave for mental health issues if they need to. We have standing desks now, and as part of the ACTSmart Business recycling program we've taken away deskside bins to get people on their feet. There's more space for yoga now! We've also created a quiet room and provide plenty of quiet spaces for staff to give people a place for a break away from the open-plan."

Penelope says that these changes, and the initiatives undertaken as part of Healthier Work, have fed through into positive impacts on the business.

"Absenteeism has dropped, we have fewer people away on Mondays," explains Penelope. "Law firms can have a high turnover of staff, but ours is low. People like being part of the team, and the people who are here now want to be here for a long while. Healthier Work accreditation is also a good publicity and recruitment tool; we promote our participation to our clients and put it on our website – it makes it obvious that you have embedded, long-term policies around health and wellbeing."



## DID YOU KNOW?

*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) Economic Modelling of the Cost of Presenteeism in Australia: 2011 Update, Econtech (2011)*



## DID YOU KNOW?

*Presenteeism is defined as the productivity that is lost when employees come to work but, as a consequence of illness or other medical conditions, are not fully productive. Employees who work when ill are more prone to injury and, if contagious, increase the risk of passing on an illness to other employees.*

*Sick at Work: The cost of presenteeism to your business and the economy, Medibank (2011)*



## Heart Foundation ACT Aligning healthy goals

12 staff

SILVER

*The Heart Foundation ACT is a health charity focused on preventing heart disease and improving the heart health of all Australians through their work in prevention, support and research.*

Given the Heart Foundation ACT's alignment with Healthier Work's goals for healthy living, they decided it was important to formalise their own approach to workplace health and wellbeing.

"Healthier Work has many messages that are in line with the Heart Foundation, particularly around active living, nutrition and reducing smoking," says Robyn Smith. "Joining the program was an easy choice as we are keen to practice what we preach."

As part of their 12-month health and wellbeing plan, the small team identified some simple activities to get them moving each day. They also ensure healthy options are on the table when catering or sharing a lunch together.

"We find walking meetings an easy way to get more activity in our day and still meet work goals," says Robyn. "We have even incorporated a 10-minute walk into the end of our monthly meetings, which is good to get the blood pumping after what can sometimes be a long meeting."

They find being flexible with when to run activities is the best way to overcome busy schedules and interstate travel. Ensuring managers participate in activities also encourages other staff to join in too. Overall, their commitment to the plan has been a team effort and they have all reaped the benefits.

"We've seen an increase in staff morale and team comradery has improved," says Robyn.



## Snapshot

Kennards Hire

Retail

25 staff

SILVER

- Healthy eating posters
- Molesafe information
- MS Fun Run
- Weekly fruit box

- Mount Taylor and Mount Tennant hikes
- Move 4 Life for new staff
- OzTag competition



## Snapshot

National Accreditation Authority for Translators and Interpreters (NAATI)

Not-for-profit

23 staff

SILVER

- Review staff lounge/break spaces
- Posters about ergonomic stretching
- Flu shots
- 10,000-step challenge

- Fruit bowls
- Health tune-ups
- Seminar on managing stress and change

## National Archives of Australia Tapping into team interests

370 staff

SILVER



*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.



SILVER

## Interview: Nexus Human Services

30 staff

*Nexus Human Services was interviewed by Grosvenor Management Consulting on 4 May 2018 as part of a formal Healthier Work Evaluation.*

**Nexus is a not-for-profit which offers a wide range of support services for individuals with mental health issues or other disabilities in their journey of finding employment. They employ 30 people across three sites in the ACT.**

Lisa McPherson is the CEO of Nexus Human Services and Nexus' Healthier Work Champion. She heard about Healthier Work through a Canberra Business Chamber information session, and signed up in the hope that it would be an opportunity to broaden Nexus' Health and Safety remit.

"It's all been a very positive experience," says Lisa. "We had an existing committee to make sure there were fun activities around work, but Healthier Work was an opportunity to improve physical health as well as mental health."

Nexus persevered with initiatives and changes aimed at making it a more physically healthy place to work.

"We've done flu shots and lots of other activities as the result of Healthier Work," explains Lisa. "There was some resistance to the changes to the food in the office initially – it took us a while to get used to not having biscuits! But I think it helps that I'm leading a

lot of this; I often go out and lead the morning stretches.

“The fruit, the stretches, drinking more water – these are all habits that are embedded in the office now. We’ve had very positive feedback from staff on our physical and social activities for Healthier Work, such as going for lunchtime walks as an office and the multicultural lunches where we cook healthy food for each other and all get the chance to find out more about each other and our home lives.”

In fact, says Lisa, one of the unexpected benefits of Healthier Work has been an improved sense of community among the staff at Nexus.

“We have multiple offices in the ACT so we coordinate many of our activities through our office in Braddon, and it’s something that gets all the offices together. Overall, the impact has been that it’s a much more inclusive

office now. Everyone has the opportunity to participate in our activities outside work, where, for example, activities involving alcohol used to exclude people who don’t drink, or don’t like to drink much.”

Nexus is a not-for-profit, but that doesn’t mean that they’re not concerned about their bottom line!

“Absenteeism has decreased steadily over the last two years,” says Lisa. “Our discussions around health have changed the culture around sick days, and morale has improved, so people just want to be here. In fact, our improved morale is key to all the material benefits we’ve seen from Healthier Work. We’re definitely going to stay in the program. Apart from anything else, it’s good for our image and branding. When Healthier Work put us on an ad on the back of a bus, it actually generated a lot of interest in the business; we even took out our own bus ad as a result.”



## TIP

*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.*



## DID YOU KNOW?

*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

### Novotel Canberra

#### Hospitality

#### 99 staff

- Posters about hydration
- Sponsor a puppy initiative
- Christmas party during day to reduce intake of alcohol
- Physical Activity Policy
- Accor Cup
- Promote EAP
- Employee of the Month awards
- Promote private health discounts and offers

## Office of Parliamentary Counsel Championing wellbeing at work

105 staff

SILVER



*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.*

In an effort to introduce a more comprehensive and effective health and wellbeing strategy, the Office of Parliamentary Counsel decided to start a health and wellbeing plan.

"I am glad I discovered it two years ago at a beyondblue breakfast, and have been determined to implement a plan and champion it," says Susan Roberts, General Manager and Chief Finance Officer.

The commitment has paid off, with a keen number of team members working hard to introduce new activities and encourage participation.

"We have a committed group of staff in the office that could take carriage of the plan, so it has been a success again this year," explains Susan.

Their most recent health and wellbeing plan has included a presentation and cooking

demonstration by a nutritionist, a 10,000-step walking challenge, health checks, social get-togethers and Bootcamp for the Brain.

The team has also found a good way to source anonymous feedback via SurveyMonkey.

"This has proved an effective tool to get feedback on the previous years' activities as well as activities for the future plan," says Susan.

Susan has seen higher levels of staff morale, engagement and awareness of the importance of good health and wellbeing, but notes it can take time to realise other metrics.

The Healthier Work resources and events have been particularly helpful and have formed the basis of many decisions for the team.

"Thank you for this fantastic initiative," says Susan. "We will be continuing with a plan in the third year."



## Snapshot

PJ Shaw & Associates Pty Ltd

Professionals

Four staff

SILVER

- Provide water bottles
- Healthy options at Christmas party
- Million Paws Walk
- Minimum two laps of Kingston shop block each day
- Circulate information on positive mental health – Heads Up
- Team coffee once a week



## Snapshot

Radford College

Education

300 staff

SILVER

- Staff health clinic
- Social club gatherings
- Movember
- Staff teams in sports days
- Discounts at Club Lime
- Provide bike racks, shower room and change rooms
- Soup lunch
- beyondblue seminar
- Review health and wellness policy

## Snapshot

### Rubicor Government

Recruitment

15 staff

SILVER

- Recipe exchange
- Fruit supply and juicer for leftover fruit
- Local sporting team
- Walking meetings
- Stress management seminar
- Work/life balance policies
- Yoga classes

## Snapshot

### SPOC Landscapes

Construction

Two staff



SILVER

- Water bottles
- Healthy options for in the field
- Social functions
- Million Paws Walk
- Promote and support work/life balance
- Healthy eating workplace challenge



## Interview: Synergy Group

200 staff

SILVER

*Synergy Group was interviewed by Grosvenor Management Consulting on 15 May 2018 as part of a formal Healthier Work Evaluation.*

**Synergy Group is a management consultancy based in Barton. They have grown to 200 people, all based in the ACT.**

Synergy Group has Gold accreditation status in the Healthier Work program. While one of the owners of Synergy first had the idea to get involved in Healthier Work, Phil Toole is the Healthier Work champion, and he describes the importance of Healthier Work to Synergy Group.

“One of the things we take seriously is a culture of teamwork and collaboration, and Healthier Work is a part of this – teams really coalesce around the activities we do,” says Phil. “The emotional and social wellbeing aspects also fit with our broader HR program, for example signing up for the EAP. This has really created an emphasis for our CEO, who is the sponsor of our Healthier Work participation, to work with. We have a healthy culture, a culture of excellence. We definitely intend to continue with Healthier Work.”

As many of the Synergy Group staff are working off-site at any given time, communication and organising the team-based events that Synergy want were challenges.

“We had to think differently about communication,” explains Phil. “We use Yammer, we book things well in advance and at the end of the day to make sure people can schedule around them. We also do a lot of team events outside work, which are really important. Without these, some people in the company can go for months at a time and barely see each other. We’ve done the Mont 24-hour bike race every year it has been held, and the Canberra Times fun run, and we’re looking at doing some dragon boating. These physical team events really have a double benefit, and we wouldn’t have done them without Healthier Work.”

Synergy don’t only do physical challenges for Healthier Work.

“We’ve brought in fruit bowls instead of biscuits and had a visit from a nutritionist to speak,” says Phil. “That led up to us doing the Whole Life Challenge every year, and about a third of the firm will participate in any given year. Healthier Work was also the catalyst for us introducing the EAP. We have been light on written policies around wellbeing in the past, but we are now instituting them.

"People enjoy being here and want to be here. We average two to three sick days per employee, per year, and our turnover is very low. Someone left a few months ago, and

I took it very hard – I realised that it was because it hasn't happened much in the last few years!"





## Tailored Accounts Benefits for health

18 staff

SILVER

*Tailored Accounts proudly offer a range of management and compliance accounting services, cloud integration and business consulting advice, to more than 500 companies and not-for-profit organisations throughout Australia.*

After attending a Healthier Work event hosted by the Canberra Business Chamber, the team at Tailored Accounts realised they needed to do more for their wellness scorecard.

“This event made us realise that we are not healthy enough!” says Fuzuki Nishimura, Chief Technical Officer.

From there, they created a 12-month health and wellbeing plan and are now going into their third year of activities.

“We have replaced snacks around the office with healthier options like fruit, and created a book corner for our mental health,” explains Fuzuki.

They’re also encouraging walking meetings and setting up healthy eating challenges.

Importantly, they don’t over-complicate the planning, with all staff providing input and ideas over casual, regular chats at the lunch table.

“We have had many benefits, but the staff engagement is the biggest benefit for us!” says Fuzuki.



### TIP

*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](http://www.headsup.org.au)*

## The Pharmacy Guild of Australia Keeping the team motivated

110 staff

SILVER



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

A proactive approach to health and wellbeing demonstrates their commitment to staff to maintain a better work-life balance, according to The Pharmacy Guild of Australia.

"By promoting a healthier workplace through the Healthier Work formal accreditation, we are demonstrating to our staff that their wellbeing is important to us all," says Merisha Percival, National Manager, Human Resources. "A healthier workplace generates a positive and collaborative work environment, where employees feel engaged and energised to perform at their best."

Consistently creating a health and wellbeing plan that suits the interests of staff, their latest 12-month plan includes weekly fruit boxes, discount gym membership, staff information sessions on topical health issues, and encouraging teams to enter community events such as Relay For Life and Walk4BrainCancer.

"We strive to provide relevant resources for staff to tap into through work," says Merisha. "We use our annual staff feedback survey, and the traditional suggestion box to guide our initiatives."

"Simple initiatives for your staff will go a long way," says Merisha.

## Snapshot

### Vikings Lanyon

Hospitality

35 staff

SILVER

- Healthy recipe in each staff newsletter
- Reduced price healthy options on staff menu
- Walking groups
- Managing stress seminar
- Amy Gillett Fundraiser Ride
- Provide non-alcoholic and light options at work functions
- Reimbursement of nicotine replacement therapy
- Futsal team
- Discounted gym rate



## Snapshot

### Woden Community Service

Not-for-profit

360 staff

SILVER

- Mindfulness sessions
- Healthier food choices for meetings
- Walking up mountains challenge
- Quarterly healthy lunch
- Values in Action
- Walking meetings
- Relationships Australia course

# Interview: ActewAGL Retail

160 staff

RECOGNITION



*ActewAGL Retail was interviewed by Grosvenor Management Consulting on 21 May 2018 as part of a formal Healthier Work Evaluation.*

**ActewAGL is the largest energy retailer in the ACT; 160 people work in the retail division in ActewAGL's headquarters in Civic.**

ActewAGL has been registered with Healthier Work for almost 12 months, since being invited to one of Healthier Work's lunch sessions. Jane Corkhill and Kelley Elsley are ActewAGL's Healthier Work champions.

"The invitation to the lunchtime session has changed the way we do things here! Listening to Christine, Michael and the other champions showed us that being part of the Healthier Work program provides a range of benefits including access to great resources. Being in an office environment, we do occasionally need to reinvigorate the culture and keep wellbeing, health and safety at front of mind, and that's exactly what Healthier Work allows us to do. Healthier Work accreditation has become a KPI for us."

For ActewAGL, the value of the Healthier Work program has been to focus their enthusiasm for a healthier workplace.

"It's great having a partner organisation as a sounding board, and the six-monthly reviews result in a cohesive and consistent program of work. It's less insular. It's nice to get external confirmation that we are doing the right thing, as well as feedback on what could be better.

"Previously we risked overloading staff with initiatives. With Healthier Work we're still giving a monthly message on health and wellbeing, but our 12-month program is better structured – more focused and fresh: you can tell because our health and wellbeing committee is more energised, participation has increased, and our feedback on activities has become much more positive."

As part of Healthier Work, participants have a seasonal calendar of activities, with a different focus in each quarter. Each quarterly topic is explored in depth through a range of activities and communications. ActewAGL has covered hydration and exercise; nutrition; personal safety and risk (including risks at home and outside work); and social and emotional resilience and wellbeing.

"They've all been successful. The seminar from Nutrition Australia was Healthier Work's suggestion, and it was really well received by our staff. Our posters on healthy habits really started conversations and got people opening up to each other and committing to ongoing improvements. It was very striking that as a result of our hydration challenge, one of our staff members who previously only drank sugary energy drinks now drinks two litres of water a day! We've introduced and embedded daily stretches across the teams – getting people to stand up and stretch for them was a real barrier at first, but now no-one's embarrassed and anyone sitting down tends

to be the odd one out. All these small things add up to a change in our culture."

ActewAGL has already seen the benefits of membership of Healthier Work, and intend to continue.

"Our staff are clearly more engaged now. There are subtle changes everywhere. People keep the office cleaner, they are aware of the environment around them, and they are much more willing to take the initiative and raise health and safety issues with managers. Instead of two leaders promoting safe and healthy behaviours, staff across all levels and teams are leading the way."



## Aspen Medical An organisational commitment to wellbeing

100 staff

RECOGNITION

aspenmedical



*Aspen Medical is a global provider of guaranteed, innovative and tailored healthcare solutions across a diverse range of sectors, from providing a single paramedic to a full spectrum solution.*

After successfully running their own health and wellbeing program for five years, Aspen Medical commenced with Healthier Work to build on their commitment to employee quality of life.

"We aim to enhance the lifestyle choices of our workforce by offering resources and strategies for dealing with a variety of health and wellbeing issues," says Azadeh Hatami, Aspen Medical's Senior HSE Coordinator.

"We're dedicated to assisting staff members live healthier, more satisfying lives both at work and at home."

This is a view supported by senior management, with health and wellbeing captured in business strategy, risk management and the overall ethos of the company.

"We aim to consider health and wellbeing issues in organisational design and project planning to improve staff wellbeing at work,

and therefore, in their personal lives," says Azadeh. "The support and participation of all the managers also motivates staff to take part in activities."

In addition to valuable resources and supportive leaders, Aspen Medical runs special health and wellbeing events to coincide with key dates, such as Harmony Day, Men's and Women's Health Weeks and Mental Health Week. They also participate in September to encourage fitness.

While busy work schedules prevent participation by all staff in all activities, the plan will keep evolving to respond to staff feedback and recommendations.

"We want to educate, motivate and inspire staff to make healthy and better-informed choices to positively impact upon their personal health, work productivity and overall quality of life," says Azadeh.



## Snapshot

### Callaghan's Accountants

Professionals

**23 staff**

RECOGNITION

- Walking club
- Brain hack for 12 weeks
- Mindfulness activities at lunch time
- Multicultural lunch day
- Fruit bowl
- Callaghan's Sports Day
- Movie night
- 3 for 3 – three reminders per day to stand, breath and stretch

## Snapshot

### Canberra Youth Theatre

Entertainment

**Five staff**

RECOGNITION

- 30 second dance break on the hour
- Monthly soup/salad club
- Walk for 15 minutes of weekly staff meeting
- Fortnightly fruit/vegetable delivery
- Circulate mood-lifting materials
- Staff discussions on effective stress management strategies

## Snapshot

### Capital Chemist Charnwood

Health

19 staff



RECOGNITION

- Mindful colouring challenge
- Fruit roster
- Two-minute meditation
- September
- Nutritionist information session
- Mother's Day Classic
- Hello Sunday Morning initiative
- Soup day Mondays

## Snapshot

### Clean Energy Regulator – Market and Metrics

Government

11 staff



RECOGNITION

- FebFast to break a habit
- Healthy guidelines for catering of meetings/events
- Nutritionist information seminar
- Circulate resources on positive mental health
- Social function with families
- Enter a team in a fun run



contentgroup

## Competitive spirit energises the team

30 staff

RECOGNITION

*contentgroup is an experienced content communication agency for government and the public sector. They help their clients strengthen communities and improve the lives of citizens through effective communication.*

During a time of solid business growth, contentgroup has found their health and wellbeing plan an effective technique for bringing the team together.

"It provides a guide and support for introducing healthy habits," says Lydia Stevens, Communication Strategist. "It increases camaraderie in the workplace, particularly as we experience business growth and welcome more staff on board."

They have workshopped ideas and suggestions for fresh ideas with the team and their second 12-month plan includes mental health information, healthy eating initiatives and a variety of walking challenges. Two-thirds of staff also took up the offer of a free flu vaccination.

"Our various walking challenges are always enthusiastically embraced across the business – nothing like tapping into that competitive spirit!" says Lydia.

And while the contentgroup team did participate in some informal health and fitness activities in the office previously, there was no strategy to guide it.

"Healthier Work really helped us formalise our approach," explains Lydia. "It provides great accountability too."

Epicon IT Solutions

## Senior leadership participation improves staff engagement

68 staff

RECOGNITION



*Epicon has drawn on their extensive IT experience to develop the world's first integration business completely dedicated to unifying IT management systems.*

To get their health and wellbeing plan started, Epicon IT Solutions established a committee to seek ideas from employees. They wanted to know what was important to staff and importantly, what they would actually participate in.

They then developed a 12-month plan that included supplying fresh fruit instead of biscuits, a pedometer challenge, a walking club and social footy.

"We also included Dry July because it helped us raise a considerable amount for charity," says Sonia Lynch, Head of HR. "Our step challenge was successful because people became very competitive and the improvements were great."

Epicon learnt early on the importance of getting senior members of the organisation actively involved to show others the value of participating in the initiative.

"We overcame an initial lack of engagement by having the leaders of the organisation taking part and demonstrating their commitment to the program," says Sonia. "Then we also increased the communication around the plan."

Already, Epicon has seen an improvement in staff engagement, reduced absenteeism and an increase in productivity.

"At Epicon we are one big family, and like a family, we are there for each other, so it was only natural that creating a healthier workplace should be important to us," explains Sonia. "We wanted a program that could engage and motivate people."

"It takes commitment, perseverance and senior support to get a program off the ground and constant communication to keep it alive," says Sonia.



## Snapshot

### Fraser Primary After School Care

Education

29 staff

RECOGNITION

- Staff shout-out board
- Wigs for Kids with a staff shaving or colouring event
- Pedometer walking challenge for staff and children
- Weekly challenges – eat well for a week
- Donate blood
- Weekend walking groups
- Smoke-free events
- *Canberra Times* Fun Run team



## Snapshot

### Independent Property Management

Real Estate

40 staff

RECOGNITION

- Techniques for building resilience
- Healthy affordable snacks
- Yoga sessions
- Monthly healthy breakfast
- Promote EAP
- Space for meditation
- Setting goals tools
- Workplace massage

## Snapshot

Judo Australia

Sport

Eight staff

### RECOGNITION

- September
- AIS sports programs
- Take lunch out of the office onto AIS campus
- Water bottles for staff
- Promote and support a work/life balance
- Team coffee once a week
- Social functions including families

## Snapshot

Learning, Teaching &  
Early Childhood Branch –  
Education Directorate

Government

31 staff

### RECOGNITION

- Pedometer challenge
- Nutrition seminar
- Home-grown fruit, vegetable and herb exchange
- Eat lunch outside
- Volunteering for RSPCA/Domestic Animal Services dog walking and cat socialising
- Seated massage
- Lunchtime games
- Eat well for a week workplace challenge





## Snapshot

### Mobility Matters

Health

29 staff

RECOGNITION

- Walking challenge
- Non-smoking events
- Staff break room to promote positive mental health
- Recipes, FAQs and nutrition facts from Nutrition ACT
- No smoking while wearing uniform
- Remove biscuits and replace with healthier options



## Snapshot

### National Library of Australia

Government

370 staff

RECOGNITION

- Healthy options at social events
- Walking groups
- Incentives for being active, using sunscreen
- NewAccess presentation
- Water challenge
- 'Smoke Free' and 'Drug and Alcohol' policies

Netier

## Fitness goals for health

18 staff

RECOGNITION



*Netier is a leading Canberra IT strategy, consulting and solutions provider striving to provide clients with excellent customer service, all-hours support and exceptional technical advice.*

With many team members already personally engaged in health and fitness, the idea of formalising a workplace health and wellbeing plan to keep them motivated seemed like the perfect fit for Netier.

“When I asked the team if they wanted to be involved in Healthier Work, they were really keen on creating new challenges and having a focus on a healthier workplace,” says Jessica Baker, Netier’s Marketing Manager.

From there, Jessica sought advice and resources from Healthier Work, and got to know other like-minded businesses through networking and mentoring events.

“The team at Healthier Work were so welcoming and helpful from the very start of this process,” says Jessica.

Then after staff discussions, Netier devised their first health and wellbeing plan. It

included discounted gym memberships, walking meetings, healthy recipes, monthly fitness goals on Strava, and fun team events.

“Since we moved offices into an area that is less open to the outside we have found walking meetings really successful as it gives staff the opportunity to get out of the office and outside,” says Jessica. “We have also done some really fun team events each month such as Bubble Soccer, Archery Warz, Frisbee Golf and the Canberra Times Fun Run.”

The whole process has been a hit with staff, who have loved coming up with new ideas and challenges.

“I think all businesses should be a part of this and should work towards creating a healthier workplace,” says Jessica. “It is so fantastic for team morale, and the health and wellbeing of staff members.”

## Snapshot

### Pinocchio Early Childhood Centre

Education

30 staff

RECOGNITION

- Healthy eating challenge
- Bike racks, showers and change rooms for active travel
- Staff break-out area
- Staff barbecue once a month with healthier options
- Walking challenge
- No Takeaway Tuesdays
- Staff breakfast catch-up
- Dry July



#### TIP

*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.*

Questacon

## Delivering acts of kindness

300 staff

RECOGNITION



*Questacon is Australia's national science engagement organisation. Working towards their vision of a better future for all Australians through engagement with science, technology and innovation, they deliver inspirational learning experiences across Australia and globally.*

Questacon has been enthusiastically embracing health in the workplace since recently implementing their health and wellbeing plan.

"We have taken the opportunity to participate in Healthier Work's well-designed and coordinated program to assist Questacon personnel by providing resources and opportunities to look after their wellbeing, be socially engaged and participate in physical activities," says Kate McKenzie, Questacon's Safety Advisor.

Steptember has been a big hit with staff as it encouraged their competitive nature.

"We had 15 teams of four involved, totalling 57 personnel altogether, with the teams pacing out 14,193,520 steps!" says Kate.

Other successful initiatives have included social sports kits, mental health awareness

training, participation in the Whole of Canberra Workplace Challenge, and a surprisingly effective Random Acts of Kindness program.

"By showing gratitude, we are hoping to warm everyone's hearts with compliments. Compliments have been shown to increase people's self-esteem, improve their mood, and most of all it can make someone feel all warm and fuzzy inside," as described by Tina and Chris, Questacon Health & Wellbeing Committee members.

They use a 'compliment tree' to randomly assign a heartfelt compliment to a colleague.

"With this small initiative we hope to encourage a more supportive, encouraging, and friendly working environment – more so than we already are!" says Kate.



## Snapshot

Red Cross

Not-for-profit

38 staff

RECOGNITION

- Adult colouring-in books and pencils, plus jigsaw puzzles, for mindfulness
- Relaxation and meditation sessions
- Magazine subscriptions
- Healthy food lunch club once a month
- Outdoor furniture for outdoor eating, fresh air and socialising
- Yoga classes
- Flexible time arrangements for staff to attend sessions that increase physical activity



## Snapshot

SMS Management & Technology

Technology

46 staff

RECOGNITION

- Healthy eating and hydration posters
- Walking group
- Healthier catering for meetings and functions
- Hula Hoop challenge
- Promote EAP
- Yoga class
- Soup dinner at monthly staff meeting
- Fruit and vegetable order

## Snapshot

Trade Guardian

Bookkeeping

10 staff



### RECOGNITION

- Walking group
- Social functions such as go-karting, bowling or rock climbing
- Information on healthy lunch options
- Lunchtime frisbee
- Information on stress management



### TIP

*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.*



RECOGNITION

## Snapshot

UAE Embassy

Embassy

30 staff

- Ainslie walks
- FebFast to break a habit
- Stress management seminar
- Floriade Walk of Nations
- Circulate beyondblue Heads Up resources
- Mother's Day Classic
- Walking groups
- Stress Down Day fundraiser
- Run for your Lifeline



### **DID YOU KNOW?**

*Research indicates that people who are physically active in their daily lives are more productive in the workplace and have better attendance records?*

*Physical Activity, Absenteeism and Productivity: An Evidence Review.  
Davis & Jones (2007).*



## Snapshot

Vikings Administration, Vikings Chisholm, Vikings Erindale and Vikings Town Centre (Greenway)

Hospitality

180 staff

RECOGNITION

- Healthy food showcase including sharing recipes
- Provide cereal and fruit to encourage breakfast
- Peer groups for those quitting smoking
- 10,000-step challenge and supply pedometers
- Posters promoting local activities
- Staff recognition for supporting a healthy work environment
- QUITLine representative talk
- Bike racks



### TIP

*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](http://www.headsup.org.au)*

## Xact Project Consultants Bringing people together

20 staff

RECOGNITION

*Xact provides intelligent project leadership through a range of project management and advisory services applied to the building, property and infrastructure sectors.*

The team at Xact Project Consultants has used the Healthier Work resources to provide more people-focused benefits and improve communication.

"Xact is experiencing growth in our services and staffing levels, so we wanted to implement a range of new 'People' focused activities and benefits," say Jonathan and Marko from Xact. "With a very diverse workforce, we wanted to implement activities where all staff could participate."

By assembling a small team, they prepared a 12-month health and wellbeing plan including a range of initiatives – from mini-golf to fitness classes.

"Our most successful initiative was the all staff barbecue in February," says Marko. "We decided to organise a big barbecue for staff, their families and even pets! We had a great turnout on a beautiful summer day where we got to enjoy the outdoors near the lake while meeting all the family members and playing outdoor games."

Other aspects of their plan – including the purpose-organised Xactivities – include participation in the Mothers' Day Classic, stand-up and walking meetings, and reviewing the healthy food options on offer around the office.

The small organising committee has been critical to ensuring Xactivities are well attended.

"Our small People team work closely with staff on their availability and pushing the importance of this program," explains Marko.

"We have had a fantastic turnout to a few events, suggesting that our staff really want to get involved, get healthy and really promote healthy habits and the business itself.

"This program can definitely contribute to a healthier workplace and staff wellbeing. It also offers opportunities to meet, network and learn how and what others are doing in their own workplaces."









**ACT**  
Government

healthier  
work



For more information and support contact the Healthier Work team on:

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