

Making time for personal wellbeing

Community Services #1 – 195 staff

Community Services #1 is a community-based, profit for purpose organisation, managing and delivering a range of services designed to meet community needs. They exist to invest in their clients and the community.

In their first year as a Healthier Work Recognised workplace, Community Services #1 has already seen changes in staff interest and behaviour when it comes to wellbeing at work.

“This is our first year and I think it’s fair to say that it has been a significant mind-shift for our client-focused team to take time for themselves,” explains Kelly Altenburg, Manager Capability and Culture. “Anecdotally, we are already seeing a greater focus on healthy choices in our lunchroom, mobility across the workday and also greater emotional support and understanding between teams.”

Their 12-month health and wellbeing plan has a strong focus on healthy eating and social and emotional support.

“Morning teas look a lot different!” says Kelly. “Everyone have been really responsive to the changes – I think the food disappears a bit quicker than it used to.

“We have a highly multicultural workforce who love coming together to share cultures and we do love our food, so our pot-luck lunch to celebrate Harmony Day at each of our locations was a great success.”

Introducing new activities has involved some trial and error, with Kelly noting the need for creative solutions to fit in with the demands of the job. Ensuring dedicated staff to drive the plan in each location is also critical.

“Our champions have been great in bridging communication gaps,” says Kelly. “Everyone seems really receptive to the changes that are being made and, I believe, would support almost anything our champions propose. I feel like there’s lots of optimism around having and continuing a health-focused plan.”

Kelly also recognises that they’re not going to achieve all their health goals in the first year, but having a formal health and wellbeing plan is what matters the most.

“We recognise that having a happy, healthy team is critical to providing the best support for the community we serve,” explains Kelly. “We consider ourselves to be an agile, fun and responsive organisation and having a healthier workplace plan helps the team work together to stay happy and healthy.”



Recognised