

Work health and wellbeing

Strengthen your business

This is an EXAMPLE report only. It illustrates the type of information that may be provided to management in the early stages of a work health and wellbeing program.

Organisation: ABC Organisation Pty Ltd

Worksite: Brisbane

Date: October 2020

Background

The work health and wellbeing strategy was endorsed by senior management in May 2020.

The strategy aims to improve worker health and wellbeing by addressing priorities identified through worker and management consultation. It supports the business objective of supporting and improving worker health, safety and wellbeing and being a workplace of choice.

The Health, Safety and Wellbeing (HSW) committee is leading the strategy implementation.

Activities undertaken

The following activities have been undertaken:

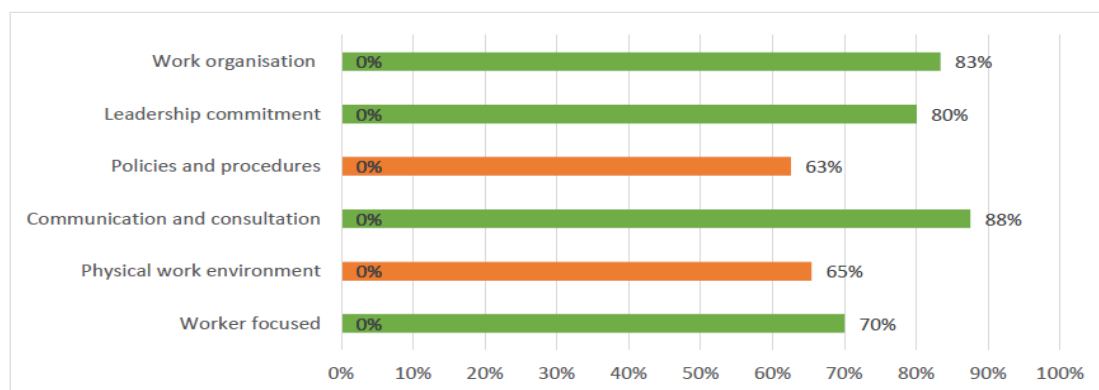
- May 2020 - launched the work health and wellbeing strategy by conducting an awareness session with staff and holding a morning tea.
- September 2020 - the healthy workplace audit tool was completed by the HSW committee for the Brisbane site.
- September 2020 - the healthy workers survey was completed by 252 workers.

Outcomes achieved

One hundred and forty workers attended the launch and awareness session. Senior executives Jane Doe and Bill Bloggs spoke about the organisation's commitment to the strategy and why it is important for our workplace. Positive feedback was received from those attending.

Healthy workplace audit tool results summary

The healthy workplace audit tool was completed in September 2020 for the Brisbane site. The graph below highlights policies and procedures and the physical work environment as areas that could be improved (in orange).



The audit highlighted there are a number of work health and wellbeing elements embedded in our organisation and there is strong leadership to drive the work health and wellbeing strategy forward. Good communication strategies and worker consultation are also well established.

There are some policies in place for flexible work, smoking, fatigue, sprains and strains and sun exposure, which all contribute to work health and wellbeing. However, there are opportunities for improvement. For example some of the policies are out of date and due for review. The HSW committee commented that workers may not be aware of the flexible work policy.

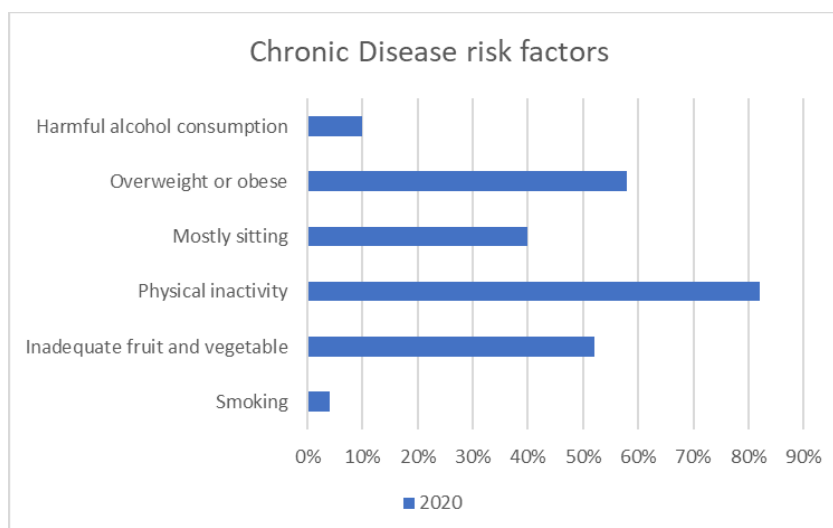
The audit also showed there is opportunity to improve the workplace environment. There are a lack of showers and lockers, the vending machines offer poor nutritional choices and the lunchrooms lack suitable kitchen facilities. The HSW committee commented there are a significant number of workers who eat at their workstations and do not take regular breaks.

Healthy workers survey results summary

Two hundred and fifty-two workers completed the healthy workers survey. The workers' roles were predominately professional (68 per cent) followed by operational (13 per cent), administrative (nine per cent) and managers (six per cent).

The graph below shows that the majority (82 per cent) of workers who completed the survey are not meeting the recommended health guidelines for physical activity. Over half (58 per cent) are categorised as overweight or obese and half (52 per cent) are not meeting the recommended health guidelines for fruit and vegetables.

Forty per cent identified as being sedentary for at least six hours of the working day which is a risk factor for chronic disease and injury. Only four per cent of respondents smoke and 10 per cent reported harmful alcohol consumption rates.



Chronic disease risk factors that workers were most interested in changing are:

- increasing their physical activity levels
- reducing sitting time while at work.

While increasing their levels of good nutrition was not selected by workers, it is an area of concern as poor diet is the second leading cause of some chronic diseases in Queensland.

Recommendations

The HSW committee recommends the following:

- Consultation with workers on the results of the surveys and development of potential initiatives under the action plan.
- The HSW committee develop an action plan for management approval. Phase one of the action plan will focus on the worker identified areas of interest i.e. increasing physical activity levels and reducing the time being sedentary at work.
- Action plan to be developed by 31 March 2021.