

City of Perth

Healthy Active Workplace Showcase



Why health in the workplace?

The City introduced the Health and Wellbeing program for the following reasons:

- Attract people to the organisation
- Employee retention
- Healthier and happier workplace
- Help reduce absenteeism
- Increase employee morale

This inspired the organisation to introduce a health and wellbeing program over 10 years ago, and today, the program just keeps getting better.



Gaining support

Commitment and support was gained from the Executive Management Team from the introduction of the program - funding and staff time is dedicated to the program each year. The program is supported from the top down which makes it much easier to deliver program objectives. The program is also included as part of the organisation's strategic plan.

Promoting the program

- Staff receive a 'Work/Life' balance guide upon commencing employment at the organisation which outlines the benefits of the Health and Wellbeing program
- Calendar of health and wellbeing activities developed every 6 months. Calendar is broadcast throughout the organisation, promoted on all noticeboards and made available on the City of Perth intranet for staff to access
- Promotions are then created as activities commence

“ The City values health and wellness as both a lifestyle choice for staff and as an organisational management tool to achieve excellence.

What's on offer?

Activities cover physical activity, eating well, stress, back-pain, mental wellbeing and alcohol among other things.

The Health and Wellbeing program includes the following components for staff:

- Annual Health Assessments
- Approximately 12 x 2 hour health and wellbeing information seminars delivered by an external provider (e.g. stress, back pain, chronic disease, sleep patterns)
- \$120 financial contribution to a 'Healthy Lifestyle Activity' available for every staff member
- Physical activity programs delivered in lunch breaks (e.g. pilates, yoga, bootcamp)
- Sponsorship to compete in corporate team sporting events including registration fees and team uniforms (City to Surf and Nissan/BRW Corporate Triathlon).
- Ongoing distribution of Healthy Lifestyle resources to staff (e.g. Simply Better magazine)
- Flexitime working hours
- 'Dynamic Back Care' workshop for outside workforce
- Eyesight screening
- Council bikes for staff to use for transport and recreation

Sport and recreation builds stronger, healthier, happier and safer communities.

The Health and Wellbeing program is coordinated through the HR Advisor - OSH in conjunction with the City's Health Promotion Officer. Both staff undertake duties associated with the program as part of their broader duties.

Private health and wellbeing service providers, fitness trainers and not for profit agencies (eg. Diabetes Association) also help to deliver the program.

Keeping up the momentum

We continually monitor the progress of the program and make changes accordingly:

- The program is reviewed as part of Annual Strategic Planning process
- We Review evaluations completed by participants of the program
- We Listen to what staff say does and doesn't work and make changes accordingly

Uptake and impact

The City records statistics on numbers of employees participating, attitudes of participants and behaviour change to help in evaluating the effectiveness of the program.

A snapshot of our participation rates:

Program/Event/Initiative	Employee Participation
Outdoor fitness sessions	Over 100 (average 8 per class)
Pilates/Yoga	10 participants - ongoing weekly class
Healthy Lifestyle Contribution (rebate)	245 accessed the funding (42% increase)
Healthy Lifestyle Contribution (massage)	126 (30% increase)
Wellness Education Sessions	180 attendances (average 15 per session)
Bike Around the River	41 participants (2 events)
12 Week Health and Wellbeing Challenge	22 staff signed up, 14 completed the full 12 weeks.

Lessons learnt

It is important to listen to what staff want as well as working in conjunction with HR statistics in relation to the ageing workforce and retention of staff. This has ensured the program initiatives target the demographics of the City of Perth workforce (e.g. 'Baby Boomers' program introduced to target a large percentage of the 'ageing workforce' employed at the City).

Top tips

Keep the faith, don't give up on healthy ideas no matter how large or small they are!

Awards

The City of Perth was recognised for its great work in looking after the health and wellbeing of its staff in the Local Government Heart Foundation Awards where the program was highly commended in 2009.



City of Perth employees stepping out on their lunch break.

About Us

The City of Perth is a local government based in the Perth CBD. It employs 633 people of which 60% are non-manual workers and 40% are manual workers. The workforce has a greater number of males than females with around 60% of the workforce being male. The City has had a program in place for the last 10 years with initiatives added to program each year.

To find out how to get your program started contact:

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