



## Collaboration and Innovation for Workforce Health

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# Overview



- Why invest in Workplace Health?
- Yarrabee Program
- Innovative Program Design
- Collaboration
- Key Program Outcomes



# Why Invest in Workplace Health and Wellbeing?

## Poor health in business is just not sustainable

- > Presenteeism costs over \$34billion per year
- > Absenteeism due to sickness, costs on average \$1000 per employee per year
- > On average, unhealthy workers take 9 times the sick leave of healthy workers
- > The productivity cost of physical inactivity is estimated at \$9.3billion per year
- > Not to mention the spiralling costs of recruitment and training of new employees

**The good news ...** organisations that implement health and wellbeing strategies can reduce their employee health risks by up to 56%



# 2013/14 Yancoal Yarrabee Program

- Range of Programs that targeted the individual and the environment
- Health screens, risk reduction program, challenges, group exercise sessions, education via a range of modalities, family involvement, food audits, healthy food policy
- Ongoing evaluation tracking and reporting



- Employee survey
- Health Assessment data 2007, 2009 and 2012/13
- Site Health Policy and Procedure review

- Healthy Workers Initiative Grant submission
- Baseline data report

- 3 program objectives
- Delivery framework
- Evaluation framework



# Innovative Program Design

**Innovation was demonstrated through the tailored design, the delivery of program initiatives, and promotion strategies.**

- > Onsite promotion, offsite intervention; health ownership
- > Family Involvement; sustainable changes
- > Mixed modalities of delivery; engages with diverse workforce and family
- > Ongoing employee feedback; evolving program
- > Matched comparative reporting; best practice evaluation
- > Upskilling employees and creating ongoing resources; sustainability of program



# Collaboration

**Collaboration was instrumental in ensuring workforce interest and engagement, resulting in a successful program.**

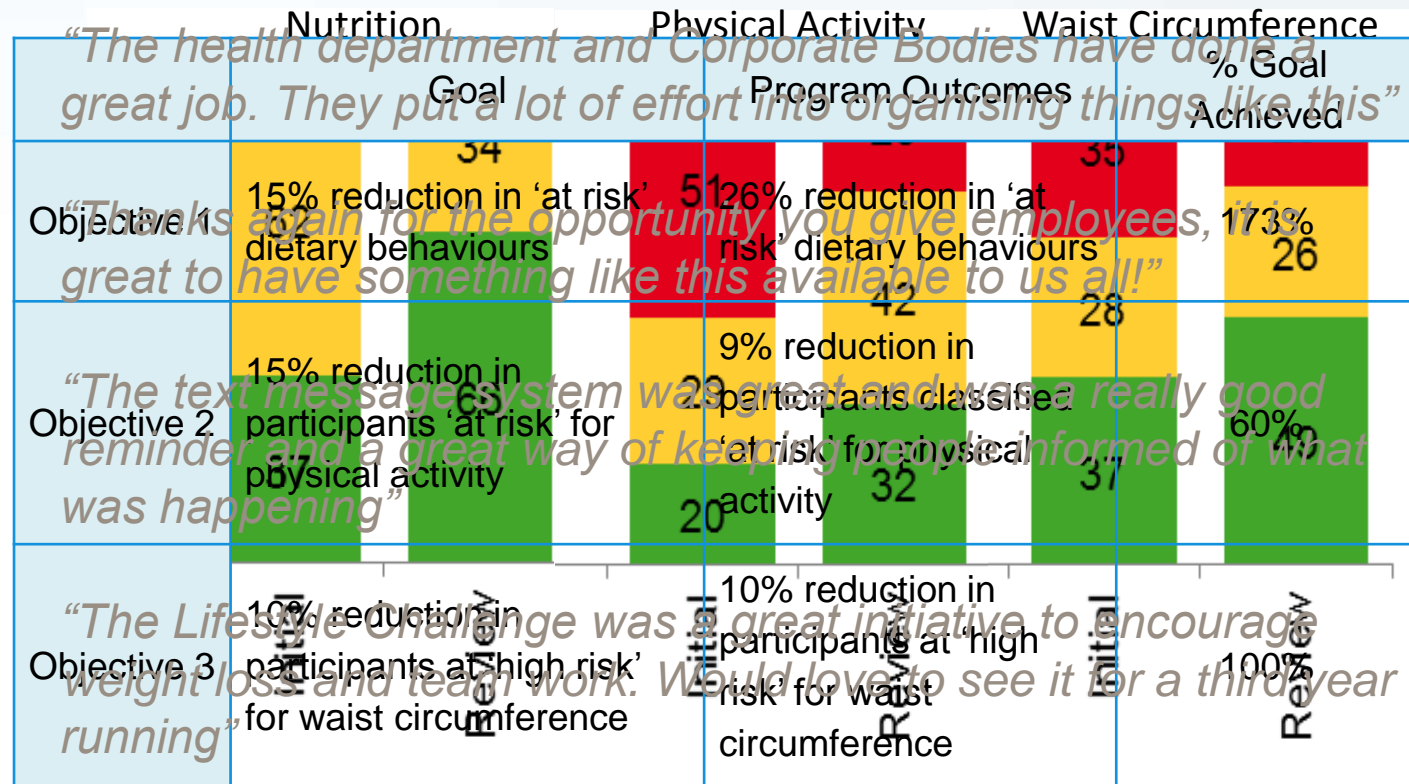
- > Upper Management support
- > Onsite H&S team
- > Health Champions
- > External training provider
- > QLD Government HWI representatives
- > Dedicated CBI Project Manager
- > Village management



# Key Program Outcomes

Key outcomes of a program not only include the measurable health improvements, but the relationships and innovative services offered;

- > Health Champions
- > Workforce feedback
- > Health improvements



## Summary

- > Despite *challenging times*, health programs can play a pivotal role in addressing workforce health, culture, morale and teamwork

### Want more information?

- > Download a copy of our latest industry report; “Employee Health – A snapshot of Australia’s working bodies”
- > Book a complimentary gap analysis
- > Visit WHS QLD stand (in health hub) to discuss options to assist with building a business case for health and wellbeing
- > Visit our website for more information and to see further case studies of the programs we run within the mining industry [www.corporatebodies.com.au](http://www.corporatebodies.com.au)

