



Wellbeing at Monash, Occupational Health.

Implementing a staff wellbeing program at Monash University





Wellbeing at Monash Program

- The program has evolved over the past 5 years into a holistic program for all Monash employees
- 7000 staff
- Program run across all campuses (x10 main campuses) and South Africa, Malaysia and Prato



The program focuses on 4 key areas:

- Mental Health
- Physical activity
- Nutrition and healthy eating
- General health



A collaborative approach

Wellbeing at Monash sits within the Occupational Health team, OHS and is delivered with support from:

- Monash Sport
- HR
- Equity & Diversity
- University Counselling & Health Service





Resources to run the program

x1 Full time Wellbeing at Monash Coordinator

Additional support from

x1 part time Occ Health Physician

x2 part time Occ Health Nurse Consultants

X1 Campus Nurse

x2 admin staff within OHS



Mental Health Programs

- Mental Health First Aid short course
- THRIVE short course
- Mindfulness short course
- Lunchtime meditation
- Mental Health Week events
- Free on campus counselling
- EAP

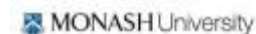


Mental Health Week

Monday 11 - Friday 15 October

View the great range of events available at your campus to support a healthy mind and body.

adm.monash.edu/ohse/wellbeing/mentalhealthweek.html



Physical activity programs

- 10,000 Steps Challenge
- Staff Wellbeing & Activity Program (SWAP)
- TeamMONASH events
- GLOBAL walk/run





Physical activity programs

- Take the Stairs Campaign
- Get Up & Go Walking Buddy Program
- Walking maps
- Monash Games



Take the stairs

Small steps make a big difference



General health programs

- Online wellbeing portal
- Discounts
- Ambulance Victoria 4 Steps for life 'CPR short course'
- WorkHealth health checks for all staff

The screenshot shows the homepage of the Monash Wellbeing portal. At the top, there is a navigation bar with links for Home, Active Life, Articles, Recipes, Exercises, My Health, Calculators, Search, and Login. The main content area features several promotional tiles:

- Fitness2live For Monash Employees:** A large tile with a group photo of employees and text describing online services like health assessments, weight loss programs, and recipes. A "Register now" button is present.
- WorkHealth Checks:** A tile with a hand pointing to a checklist, encouraging users to sign up for health checks.
- Update And Win! UPDATE YOUR WELLNESS RECORD AND WIN!:** A tile with a person running on a treadmill, promoting an interactive wellness record.
- Hot Topic: Follow My Path To A Healthy Mind And Body:** A tile with a person's footprint, offering articles on mental and physical health.
- Try Out Our Meal Planner: Healthy Eating Made Easy!:** A tile with fresh vegetables, promoting a 7-day meal plan.
- Meal & Workout Plans:** A tile with a person working out, offering meal and activity planners.
- Recipes & Health Tips:** A tile with a plate of food, offering a library of recipes and articles.
- Regular Prize Draws:** A tile with a "WIN" button, offering prizes to website members.

At the bottom right, there is a "THE ENERGY BALANCER" section with a "START" button and the text "Balancing eating with exercise."



Nutrition and healthy eating programs

- Health Smart food labelling program
- Weight Watchers at Work



healthsmart

healthy food, healthy people



Promoting the program

- Monthly Wellbeing/Sport newsletter emailed to all staff
- Contact lists created from past participants
- Updates in monthly OHS report distributed to safety officers
- Attendance at Welcome to Monash staff induction event
- All new staff receive water bottle shaped flyer in HR new starter kit





Gaining management support

- Vice Chancellor Patron of Wellbeing when program first introduced
- Vice Chancellor or Vice President as guest speaker at all major wellbeing events

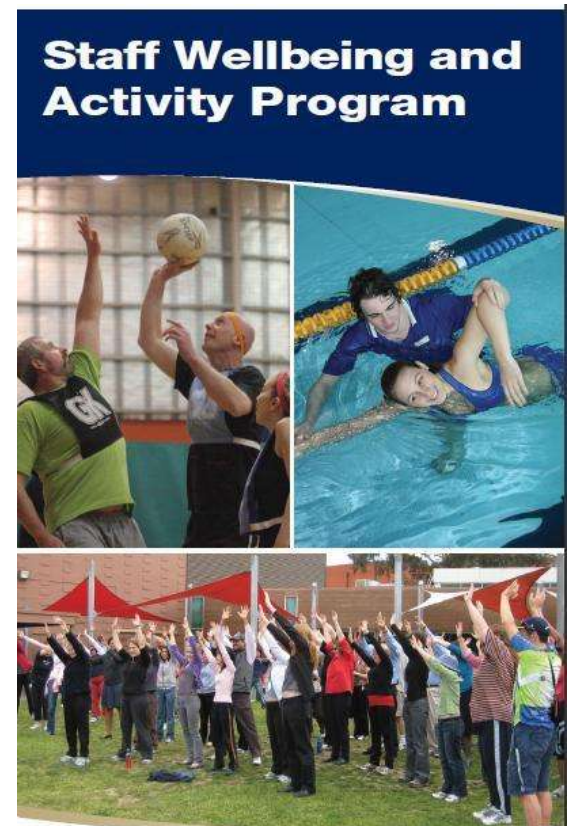




Gaining management support

Newly implemented Wellbeing KPI

- KPI endorsed by the OHS Policy Committee & Vice Chancellor
- Benchmark for Faculty/Department to achieve 5% staff participation in wellbeing events and activities
- Progress reported on Faculty/Department OHS scorecards



Assisting and improving the productivity of your team

Effective Semester 1, 2010



Measuring the KPI

- 100% of all departments/faculties achieved the 5% participation KPI
- Participation levels ranged from 8% (Library) to 23% (Faculty of Education)
- Review of KPI in December 2011, aiming to increase KPI from 5% participation to 20%



Gaining management support

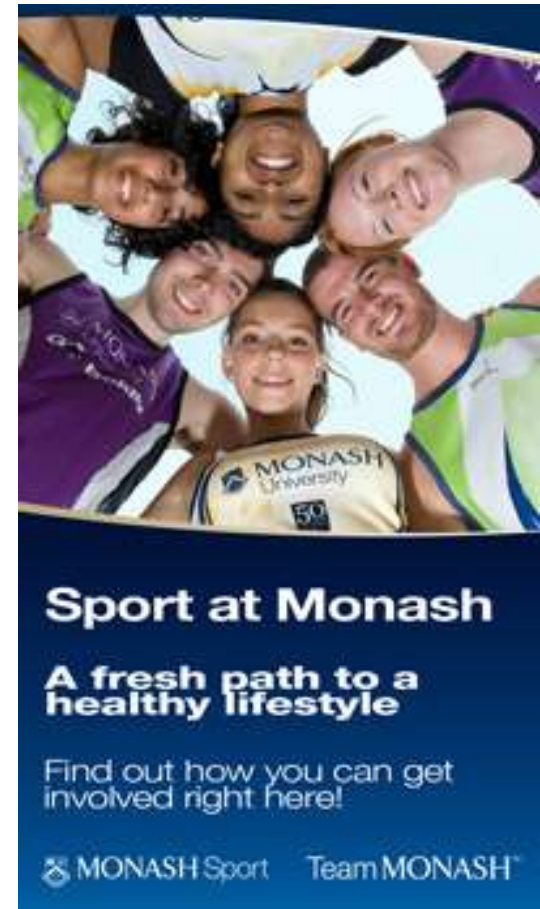
- Mail outs promoting new programs sent to all HEW 10 + staff
- Encouraging Managers to pay for department activities
- All HEW10+ staff receive SWAP brochure in HR Contract pack





Participation across all campuses

- 10,000 Steps Challenge: 2000 staff
- Global walk/run: 600+ staff
- Weight Watchers at Work: 60 staff
- Mental Health Week: 50+ events





Participation across all campuses

- Mental Health First Aid: 600+ staff
- Get Up & Go: 120 staff and students





Participation across all campuses

TeamMONASH events

- Mother's Day Classic 400+
- Around the Bay in a Day 200+
- Melbourne Marathon 200+





Free health check program

- Pilot program October 2010
- 119 staff participated in the free health check
- Immediate results on:
Blood pressure, cholesterol,
blood glucose, waist, fruit & veg intake
- 1900 staff registered for free health checks across all campuses (25% of workforce)

FREE
WorkHealth Checks





The health of Monash staff

Pilot Program key findings included:

- **85%** do not eat the required daily serves of five or more vegetables
- **70%** recorded less than adequate physical activity each day compared with 37% of the Victorian population
- **49%** recorded medium to high risk waist measurements (**26%** in the high risk category)
- **40%** recorded at risk readings of total cholesterol compared with 51% of the Australian population



The health of Peninsula Campus staff

Key findings included cont:

- 37% do not eat the recommended two or more fruit serves
- 18-30% recorded high blood pressure
- 15% recorded a high diabetes risk score
- 8% smoke, compared to 20% of the Victorian population



The health of Monash staff

Where to from here?

- Wellbeing Action group formed at Peninsula and soon to be at all campuses
- Launch of weekly 'Health Hour'- office closed at lunchtime, staff encouraged to take a break with a campus walk
- Staff encouraged to order at least 1 'Health Smart' food items for events and meetings (low fat/sugar) and provide fruit
- Department/Faculty Heads encouraged to register their staff in a SWAP Program



How to succeed:

- Gain Faculty Managers/Divisional Directors support by ensuring they understand the benefits and importance of staff wellbeing programs
- Have documents endorsed by Senior Management
- Demonstrate the ROI and productivity gains from implementing Wellbeing initiatives
- Offer programs during lunchtime



How to succeed:

- Collaborate and share resources with other internal departments with similar objectives (Sport, HR, work cover unit, counselling)
- Encourage gold coin donations (for a charity) at events to move away from the 'free' attitude
- Always invite and have Senior Management representative attend Wellbeing events



Thankyou!

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