

## SUPPORTING WORKERS AT COBRAM ESTATE OLIVES TO MOVE MORE AT WORK

The Barwon Health Healthy Communities Unit and Active Geelong partnered with Cobram Estate Olives (Cobram Estate) to facilitate a staff consultation that aimed to increase physical activity and reduce sedentary behaviour of staff. During the consultation a group model build, and systems thinking approach was used to create a visual map of the variables influencing the physical activity of staff. The insights from the consultation with Cobram Estate informed the development of a new health and wellbeing program for workers at their Lara site.

### THE GROUP MODEL BUILDING WORKSHOP

Twelve workers from a range of work areas including nursery, e-commerce, warehousing, production, refinery, laboratory, and administrative staff were involved in two workshops.

We asked them 'What influences how active you are in your workday?' and together created a visual map of these factors.

**Three key themes were identified:**

- 1. Job related factors - work role and workload.**
- 2. Facilities available - on site and in local community.**
- 3. Individual variables - employment hours, mental wellbeing, motivation, and family commitments.**

This approach enabled the workers to establish a common understanding of the factors influencing how active they are on a workday, and how this varied between them depending upon job demands and individual circumstances.

### DESIGNING SOLUTIONS TOGETHER

The consultation engaged workers to design solutions to address barriers to being active, creating and prioritising ideas for action to help inform the company's staff wellbeing strategies moving forward.

Some of the ideas workers highlighted were:

- Offering exercise classes on site.
- Implementing an onsite walking track.
- Flexibility with working and meeting times.
- Activity break reminders.
- Team building activities that involve physical activity e.g. sports days.
- Health tips from in house dietitians and other health professionals.





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## FEEDBACK

Cobram Estate expressed high satisfaction with their experience of the group model building workshops, and that staff appreciated the opportunity to voice their opinions. The information produced from the workshops was reported to be very useful, providing fresh insights, confirming existing ideas, and offering evidence via a report that could be presented to management. It was highlighted that the way that the workshops were structured worked well “the timing and balance of the workshops was really good and didn’t feel like a chore for them to attend”.

The consultation engaged workers to design solutions to address barriers to being active with:

**100%** of participants agreeing the topic of the consultation was relevant.

**73%** indicated an interest in being involved in developing future wellbeing initiatives at Cobram Estate.

The staff appreciated that their leadership were advocating for their physical and mental wellbeing. We commend Cobram Estate for making the consultation report available via the Barwon Health and Active Geelong webpages, demonstrating their commitment to promoting workplace health and wellbeing beyond their own workforce.