



Healthy changes at Hesse Rural Health

Workplace Health

STAFF DRIVING CHANGE TO CREATE THE FOUNDATIONS FOR A SUSTAINABLE HEALTH AND WELLBEING PROGRAM



Hesse Rural Health (HRH) is dedicated to providing a healthy environment for its staff. HRH, a health service with around 140 employees in the south west of Victoria is using the Achievement Program Framework to make sustainable changes to improve staff health and wellbeing.

A STRONG FOUNDATION

Strong commitment from the HRH leadership team and passionate health and wellbeing champions were key to HRH successfully attaining the Foundations benchmark in March 2021.

Jen McLean, HRH Health Promotion Officer, oversees the staff health and wellbeing program and says that receiving Victorian Government recognition for their work has been a positive step for the health service. *“It’s been amazing for staff to see their work and commitment to health and wellbeing be recognised by others outside our organisation.”*



STAFF DRIVING HEALTHY CHANGES

Consultation and communication with staff through their health and wellbeing survey, and then creating a plan based on their feedback was central to their approach. HRH has shown that asking staff what they want from their health and wellbeing program, and putting their feedback into action can achieve great outcomes. Staff driving the process increased engagement in the development of health wellbeing polices and strategies.

Jen McLean explains *“We had fantastic feedback through our health and wellbeing survey. Staff were really engaged and suggested ideas for health and wellbeing activities. Everyone across the*

organisation was involved, including nursing and allied health staff, management, kitchen and environmental staff.”

HEALTHY CHANGES

Through the consultation process staff identified three priority areas: Physical activity, healthy eating and mental health. All areas were rated highly by staff and they wanted to act on all three areas.

Some of the health and wellbeing initiatives have been:

- Step challenge where staff walked a virtual circuit between the three HRH worksites located at neighbouring towns. Pedometers sponsored by a local pharmacy were given as randomly drawn prizes to participants in the challenge.
- Completed their healthy eating and catering policy which has been submitted and approved by HEAS.
- Audited onsite food provided for staff for compliance with *Healthy Choices* guidelines.
- Promoted a local regional *Choose Water Everyday campaign*.
- Raising awareness of importance of healthy eating and sleep on mental health and promoting their Employee Assistance Program (EAP).

A HEALTHY FUTURE

It has been important that staff see their suggestions being put into action with ongoing feedback and communication. Supportive leadership at various levels of management, integrating staff health and wellbeing into their OHS committee and passionate health and wellbeing champions have all been key to the success and sustainability of their program.

FOR MORE INFORMATION



The Barwon Health Healthy Communities Unit coordinates the Healthy Workplace Achievement Program across the Barwon region. For more information contact the Barwon Health Workplace Health team via workplacehealth@barwonhealth.org.au

To find out more about the Achievement Program contact Cancer Council Victoria via admin@achievementprogram.org.au

**HEALTHY
WORKPLACES**

**Achievement
Program**