



## WorkWell Networking Workshop Highlights

In April 2015, two WorkWell Networking Workshops were held in Rotorua and Tauranga. The morning consisted of presentations from WorkWell workplaces as well as a speed networking event which allowed participants to share a brief overview of their wellbeing programme, aspects they are most proud of, challenges and solutions. Copies of workplaces presentations are available.

Rotorua



Tauranga



### Red Stag Timber Limited

Red Stag Timber is located in Rotorua and is the largest sawmill in New Zealand. They employ approximately 270 staff with an additional 60 site-based contractors. Red Stag Timber achieved Gold Standard Accreditation in 2014. WorkWell is led and delivered by a Wellness Committee which includes a representative from most areas of work. This allows good communication channels as most staff work alongside someone who can represent them on the Wellness Committee.

Red Stag Timber shared a few lessons they had learnt along the WorkWell journey. Some key learnings were that small changes can make a big impact and being an employer who cares about its people has resulted in increased productivity and staff engagement.

Another key to the success of Red Stag Timber's WorkWell programme include management support of health and wellbeing and recognising staff members not only as individuals who attend work, but individuals connected with whanau and the wider community. A range of Red Stag Timbers initiatives include staff whanau as well.

*“Being an employer who cares about its people has provided the payback of better productivity”*



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### Pedersen Group

Pedersen Group are involved with timber logistics, they operate at 4 different sites as a contractor to pulp/paper mills. Their WorkWell journey began in 2012 as a response to sub-optimal annual health check results, a number of employee medical events and an ageing workforce.

The presentation highlighted Pedersen's successful Annual Group Pedometer Challenge. This challenge has good staff engagement and is a great team building event, as well as an opportunity for staff to be physically active. Factors that contributed to the success of the challenge included the event being well-organised and promoted ahead of time. Allowing staff to choose their own teams and team names, so they were with people they relate with plus the team names provides a few laughs. The challenge ran over four weeks and promoted walking 10, 000 steps per day. Each week the team's distances were tracked over New Zealand, starting in bluff which provided a visual measure of success.

The organisers approached suppliers for donations of prizes which proved to provide a bounty of options. Key to this challenge was celebrating success. At the conclusion of the challenge, team and site trophies were provided as well as spot prizes and certificates for all participants.



### Fulton Hogan

Fulton Hogan – Bay of Plenty region operates across six site offices and have diverse industry involvement including roading, maintenance, civil construction, quarrying and traffic management. Choosing to be involved in WorkWell extended Fulton Hogan's commitment to Health & Safety as well as helping contribute towards Fulton Hogan's aim to be a family- orientated business that is an employer of choice. Fulton Hogan currently has Silver Accreditation.

The presentation showcased WorkWell being prominent throughout the workforce, this includes the WorkWell Committee representing each division, a dedicated WorkWell page in the staff newsletter, WorkWell noticeboard at each of the six worksites which gets updated each week, as well as WorkWell being a compulsory agenda item at Divisional and Regional Management Team meetings.

Debbie from Fulton Hogan shared how WorkWell had progressed from four years ago and a few things they had learnt. Including making the Action and Evaluation Plan to be realistic, the importance of having a management representative on the committee to speed up decision making and not trying to achieve everything at once when starting off at bronze. Fulton Hogan have also learnt to make it fun and to understand the audience. Debbie shared how the message of 'get outside with your family and be active' was much better received than an individual focus for physical activity.



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### Hair to Train

Hair to Train is the largest private hairdressing provider in the Western Bay of Plenty, providing hairdressing apprentices in the Bay. Hair to Train currently has Silver Accreditation. The ideology of workplace wellness has become embedded in the Hair to Train culture. All staff are actively involved and WorkWell has the support of the company directors. WorkWell success stories include increased work/life balance particularly through changing work hours from 9-5 to 8:50 – 4:50, less sick leave, open communication and sharing of ideas. Donna shared what they have learnt from their WorkWell journey, this includes involving all staff, and to try to get their buy in early by showing the benefits. Donna also spoke of the immeasurable support provided from her WorkWell Advisor, helping her to “keep on track”.



### Waipuna Hospice

Waipuna Hospice was one of the first workplace to join the WorkWell programme, they now have received Gold Accreditation. Annie from Waipuna Hospice spoke of how they joined WorkWell as the new CEO at the time had previously worked in England and seen the value of workplace wellness programmes. Annie shared how over time committee members saw the value of WorkWell and now new staff members joining the organisation recognise that staff wellness is a high priority. Annie also spoke of the initial challenges of trying to achieve too much too soon. Annie said when you apply for bronze you feel like you are blindly fumbling around, however, when you get to applying for silver accreditation it all begins to fit into place.

Annie spoke of the challenges of implementing WorkWell on a low budget. Annie has become quite accomplished at door knocking and has managed to get discounts and corporate deals for staff at various stores and gyms. Another challenge which Waipuna Hospice managed to overcome is shift working and staff not having time in their day to participate in any additional wellness activities by linking with initiatives within the community which staff can do in their own time. Over time WorkWell has become embedded in what Waipuna Hospice does and is not just activities.

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