



Working better through wellbeing

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All Aboard at Port of Tauranga

Port of Tauranga took the saying 'all aboard' literally when they launched their WorkWell programme, 'Ship Shape' earlier this year.

To run a successful wellbeing programme, workplaces from the very beginning need to develop strong foundations to create staff buy-in and support for the process. This is why engaging staff and raising awareness of WorkWell is an important requirement for Bronze accreditation.

Being the largest Port in New Zealand, getting all staff members involved in the wellbeing programme was crucial for its success. With this in mind, the WorkWell working group decided to run an incentivised competition to name Port of Tauranga's WorkWell programme. The overwhelming amount of staff engagement meant 41 names were submitted by staff, making it a tough job for Senior Management to pick a name! From this, 'Ship Shape' was born.

Prior to Ship Shape setting sail, a morning and afternoon tea was held where the wellbeing program's name was



Port of Tauranga staff all received a 'Ship Shape' pack made up of a drink bottle, chilly bag, promotional material and the staff survey.

announced and Ship Shape packs were handed out. The packs consisted of a chilly bag and drink bottle, the staff survey, and health resources. Additionally, staff who worked shifts were given their own personal launch from the Ship Shape working group members, who passed on their packs and explained the WorkWell process.

Ship Shape Leader, Louise Kelly, says this approach was crucial to the success of the launch as often shift workers can miss out, so it helped ensure all staff felt equally important.

An inspiring start from the Ship Shape Team! We look forward to tracking the Port of Tauranga's wellbeing journey.

"For our launch it was really important to be able to connect with staff and raise awareness of what our wellbeing programme is about. We aim to get everybody on board to see the benefit for them and their families."

Get Rolling in the Right Direction this World Car Free Day

Crank it up a gear this World Car Free Day (22nd September) and encourage your workplace to rethink how staff get to and from work.

When addressing their own workplace wellbeing, Hutt Valley based Primary Health Organisation, Te Awakairangi Health Network, came up with a successful initiative to support staff to use active transport.

"One of the more visible changes that has come about from doing WorkWell was getting a new e-bike instead of another pool car," says WorkWell Leader, Tania Robertson. "The e-bike is consistently booked out and our staff use it to visit general practices as well as individual clients we support through our healthy lifestyle programmes. Our clients have noticed that we 'walk the talk' by using active transport."

Encouraging staff to walk, cycle, use public transport, carpool, and reduce their overall need to travel by utilising teleconferences and video links not only makes environmental sense, but is also good for the bottom line of your business. Introducing a push bike or e-bike into your

vehicle fleet is an easy way to provide an environmental change which supports your staff to be more active, while helping to reduce emissions.

To find out more about how your workplace can get rolling in the right direction by providing your staff with bikes, download the Workplace Cycle Guide from www.nzta.govt.nz/walking-cycling-and-public-transport/cycling/workplace-cycling-guide/resources/fleet-bikes/.

Also check out the World Car free Day website at www.worldcarfree.net and get behind this worldwide movement.



"I love how everyone that uses the bike comes back to the office with a huge smile on their face."
- Hayley Horne, Te Awakairangi Health Network.



Thrive this Mental Health Awareness Week

Believe it or not, work is generally good for your health and wellbeing. But how much health benefit you get out of it often depends on the characteristics of your workplace and the quality of your job¹. For example, a negative work environment or lack of variety or autonomy can lead to physical and mental health problems, increased sick leave and staff turnover and increased safety and quality incidents².

Conversely, a workplace culture that focuses on increasing positive emotions, provides good social support and incorporates mental wellbeing interventions and practices into its policies (for example, involving staff in decision-making and creating support systems that enable a healthy work-life balance) often results in happier, more engaged, loyal and higher performing staff³.

To boost the mental health and wellbeing of your staff, build resilience, and lower their risk of developing mental health problems, check out the 'Five Ways to Wellbeing' - a fantastic tool that can be used (in conjunction with other multi-level approach actions) to encourage staff to practice five daily behaviours including 'Connect', 'Give', 'Take notice', 'Keep learning' and 'Be active'.

The mental wellbeing of your staff is too important to be left to chance and with October being Mental Health Awareness month, what better time to take stock, consider how 'mentally healthy' your workplace is and then take action so that staff can flourish and reach their maximum potential?

Five Ways to Wellbeing at Work TOOLKIT

The Five Ways to Wellbeing at Work Toolkit includes fact sheets, tips, tools, and templates to make it easy for you to support your teams to build the Five Ways into their daily lives. The toolkit can be downloaded at www.mentalhealth.org.nz/home/our-work/category/42/five-ways-to-wellbeing-at-work-toolkit.

References

1. Waddell, G., & A. K. Burton (2006). Is work good for your health and wellbeing? TSO. Accessed online 8/8/2018 from: <https://cardinal-management.co.uk/wp-content/uploads/2016/04/Burton-Waddell-is-work-good-for-you.pdf>
2. Occupational Safety and Health Service, Department of Labour, Wellington (2003). Healthy Work: Managing stress and fatigue in the workplace.
3. New Economics Foundation (2014). Wellbeing at work. Accessed online 8/8/2018 from: https://neweconomics.org/2014/03/wellbeing-at-work/?sf_action=get_results&sf_s=five+ways+to+wellbeing&sf_latest=research

Upcoming Events – 2018

22 Sept

World Car Free Day
www.worldcarfree.net/wcfd/

Current News and Research

WorkWell National Update

The National Approach to Workplace Wellbeing continues to be led by Toi Te Ora Public Health, with strong partnerships with the Health Promotion Agency, Healthy Families NZ and Auckland Regional Public Health Service. This approach has seen some great wins over the last two years - Good4Work being one of those key achievements.

Good4Work is designed to support small to medium sized workplaces through an interactive online process to identify and take action on their workplaces health and wellbeing needs. There have been 791 workplaces register with Good4Work in the first twelve months since going live.

Meanwhile the team of trained WorkWell advisors across New Zealand continues to grow. Workplaces across eleven district health boards now have access to the comprehensive wellbeing programme.

It's exciting times for Toi Te Ora Public Health as we now look to build stronger networks across the country. With an emphasis on the Healthy Families NZ communities, workplaces will see greater links between the service providers to support their wellbeing journey.



Recently Accredited

Gold Maintenance
Pedersen Group Ltd

Silver
Rotorua Community Hospice
Awhi Rotorua

Bronze
South Waikato Pacific Islands Community Services Trust
Waimarino Health Ltd - Whanganui
Te Oranganui Iwi Health Authority - Whanganui
Oceania Dairy Ltd - Timaru
Ashburton Contracting Limited



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