



CASE STUDY DISCUSSION:

How to build internal capability to ensure your wellness strategy delivers *and* sticks



Enable



Empower

RECRUITMENT & HIRING, STARTUP NEWS & ANALYSIS

Wellbeing managers and full-stack developers: Here are the 30 best jobs of 2018

DOMINIC POWELL / Tuesday, August 28, 2018



Australian businesses are driving a desire for tech-savvy and people-focused employees but are still struggling to find them, according to new data from job-seeking website Indeed.

The company has analysed all its job listing data for 2018 and found the 30 best jobs for this year, in terms of both desirability, growth, and salary level. Each job in the list has an average base salary of more than \$80,000, with many of them stretching upwards of \$110,000.

Many of the jobs also had fewer than 100 listings per 1 million jobs in 2017, despite

mbCCZMPSIGCmbm8uqBtDWnJGqMffpuUPICHvQFhD04-jomHaWG5Z871 particularly hot jobs
boasted growth percentages well over 200%

Voted in Top 10 best jobs in Australia for desirability and growth ‘driven by corporates looking to bring wellbeing for workers into focus’.



Energise

Introducing our Case Study panel



Diana Black, Employee Health & Wellbeing Manager, Bupa



Julia Cohen, Director, Safety, Health & Wellbeing at University of Sydney

Employee health and wellbeing at Bupa

Diana Black
Employee Health & Wellbeing
Manager
Bupa

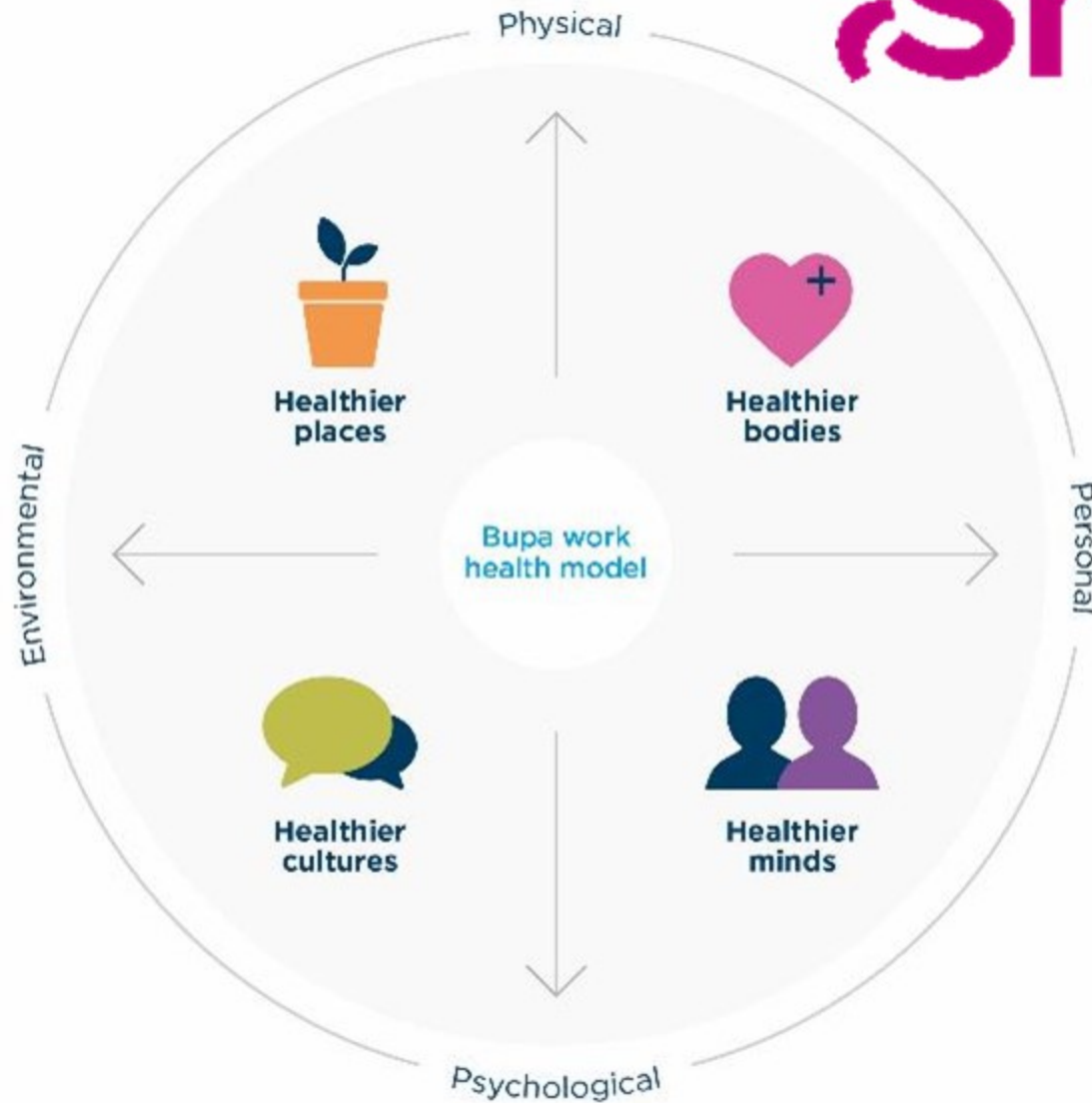


PUBLIC

Making a difference in health and care



Health & Care



Our workplace considerations

- Business change
- Complexity
- Opportunity to focus on leaders

What was implemented

Developing networks & partnerships

- Wellbeing champions network
- Partnering with stakeholders who can help

Program design

- Tailored program offerings
- Increased choice of program offerings

Building capability

- Leader capability in mental health
- Team capability in wellbeing program execution

Some of the results

2018 - Queensland Health. Healthier Happier Workplace, Recognition: Silver.

90% + Dental leaders attended mental health education

MHFA Executive briefings for Bupa Executive team and Board

Reached 851 people at 77 seminars across Bupa locations

Developed a **Podcast for World Mental Health Day**

Zero customer impact while scheduled teams attended onsite services

91% of leaders feel more confident doing their job as a result of completing MHFA

Next steps...2020 Program evaluation.

Building Wellbeing Capability

Julia Cohen
Director, Safety Health and Wellbeing



THE UNIVERSITY OF
SYDNEY



We acknowledge the tradition of custodianship and law
of the Country on which the University of Sydney
campuses stand. We pay our respects to those who have
cared and continue to care for Country.



THE UNIVERSITY OF
SYDNEY

Overview of the University of Sydney

>23,000 staff >70,000 student

>10 campuses

>200 clubs & societies

Research intensive Teaching and education

Top 20 places to work in Australia

#3 in Australia, #42 Globally for 2020 University rankings

#1 in Australia, #4 Globally for graduate employability

Old and New

Courage &
Creativity
Respect &
Integrity

Openness &
Engagement
Diversity &
Inclusion

Committed
to campus
safety

Building a safer campus



A closer look at the old way

- Leadership engagement lacking
- Trust of “management”
- Change and rate of change
- Focused on the correct process



The wellness journey from old to new

2012 Engagement Survey Results

2014 Start with Flu Vaccinations and Mindfulness research

THE UNIVERSITY OF SYDNEY: SAFELY EXPLORING DANGEROUS IDEAS					
VALUES	GUIDING PRINCIPLES	WHAT WE DO	STRATEGIC OBJECTIVES	KEY FOCUS AREAS	OBJECTIVES
UNIVERSITY VALUES Mutual accountability We are all accountable to each other to ensure the safety health and wellbeing of the University Community. Engaged enquiry Success is engaging in a genuine	ACTIVE AND VISIBLE LEADERSHIP MUTUAL ACCOUNTABILITY Safety health and wellbeing is accountable for the provision of an effective safety management system and the associated tools and support. All faculties and professional service units are accountable for the safety of their people and implementation of the safety management system within their area RISK BASED APPROACH PRACTICAL AND SIMPLE SOLUTIONS CONSISTENCY	SET THE STRATEGIC DIRECTION FOR SAFETY HEALTH AND WELLBEING PROVIDE THE SAFETY MANAGEMENT SYSTEM DELIVER PROFESSIONAL AND COST EFFECTIVE SAFETY HEALTH AND WELLBEING SERVICES ENGAGE TO BUILD SAFETY HEALTH AND WELLBEING CAPABILITY PROVIDE GOVERNANCE TO MONITOR COMPLIANCE ENSURE A SOCIALLY RESPONSIBLE APPROACH TO SAFETY HEALTH AND WELLBEING	Safety Leadership PREVENT FATALITIES AND SERIOUS INJURIES REDUCE THE IMPACT AND FREQUENCY OF INJURY & ILLNESS STUDENT SAFETY & WELLBEING ENHANCE OVERALL WELLBEING & ENGAGEMENT	Safety as a core value Active and visible leadership Hazardous Materials* Offsite Activities** Early Intervention Return to Health Embedding health and safety in PhD program Undergraduate student Safety & Wellbeing University Wellbeing Program	POSITIVE SAFETY CULTURE AND PERFORMANCE Zero fatalities and zero serious injuries A healthy and engaged community



Safety and wellbeing strategy 2017-20

Our strategic objectives for 2017-20 are to ...

Build a positive safety culture

Prevent fatalities and serious injuries

Reduce the frequency and impacts of injury and ill health

Enhance overall wellbeing

We will achieve these by focusing on ...


- Enabling safety leadership
- Simplifying tools and processes
- Quality investigations

- Hazardous materials
- Off-campus activities
- Emergency management


- Preventing common injuries
- Safety of the built environment
- Early intervention
- Return to health

- Psychological wellbeing
- Partnering with Healthy Sydney University
- An integrated approach to health and wellbeing

Supporting the University of Sydney to **safely explore dangerous ideas.**



As a manager, you
have more influence
over your teams'
experience of the
University than
anyone else.



The success of our
wellbeing strategy
requires staff to
engage and
participate.



Continuum of wellness



Sick

- Restore to optimal
- Reduce the impact of ill health

At risk

- Respond early and effectively

Thriving

- Enhance protective factors
- Support a healthy person

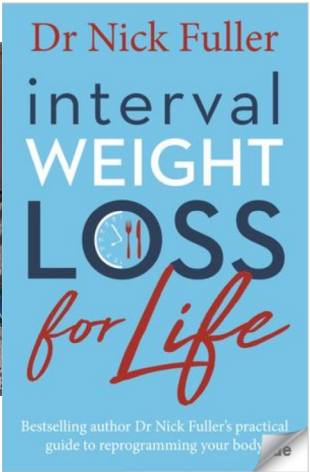
The University ecosystem of wellness



Breathing Tree



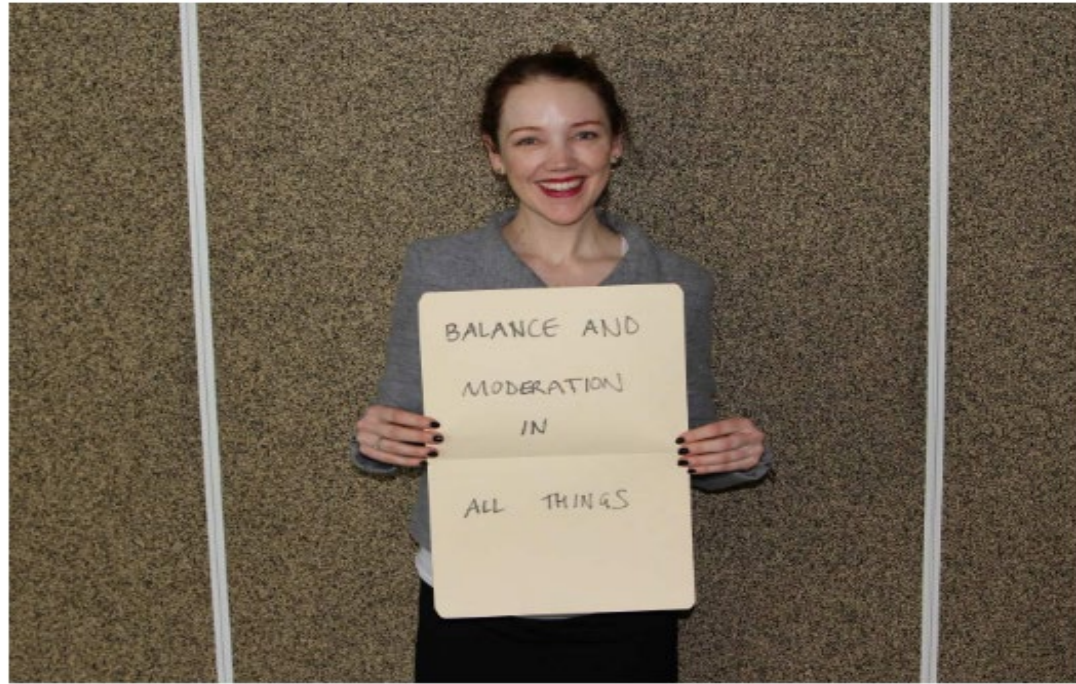
Wellbeing at Sydney Calendar			Feeling good... functional well... doing well... The University is committed to providing better health for all. From stress to anxiety, you control your health. You are an individual member of your family. If the health of your mind, body and emotional health, your ability to do what you need to do and achieve your goals, and how you are feeling, changes, please seek help. You can find out more about what to do for your health, mind, body and well-being.	 THE UNIVERSITY OF SYDNEY
2019 July		August	September	
Healthy Body	<ul style="list-style-type: none">Global Challenge continuesDry July – go dry this JulyML200 – focus on your eyes14-20 Jul National Diabetes weekWednesday 24th Lifeline's Stress Down Day	<p>Thursday 28th Global Challenge 100 day milestone</p> <p>Find a team and register for September</p> <p>5-11 Sleep Awareness Week – go to sleep food sleep, come from... stressless sleep</p> <p>Friday 28th Puffball Day (Cancer Council)</p>	<p>Wednesday 4th</p> <p>On your marks get set go! September starts</p> <p>Prostate Cancer Awareness Month</p>	
	<p>Wednesday 3rd</p> <ul style="list-style-type: none">Wellness – Mindfulness Introduction <p>Wednesday 13th</p> <ul style="list-style-type: none">Stress – Mindfulness Introduction <p>13th, 14th, 15th July</p> <ul style="list-style-type: none">Mindfulness Week: Healthy Program (it's not a game) <p>Wednesday 24th</p> <ul style="list-style-type: none">Complex Personalities & Practical Resilience (register via CareerPath) <p>Thursday 25th</p> <ul style="list-style-type: none">Community of practice refreshers/learn the ropes <p>Tuesday 30th</p> <ul style="list-style-type: none">Mindful Leadership	<p>Thursday 22nd</p> <ul style="list-style-type: none">Interpersonal Dynamics & Combating Conflict: Maintaining Balance (register via CareerPath) <p>Sleep health – time to check in! https://www.sleephealthfoundation.org.au/</p>	<p>Tuesday 10th World Suicide Prevention Day</p> <p>Thursday 12th</p> <ul style="list-style-type: none">8 to 10th Day <p>Thursday 12th</p> <ul style="list-style-type: none">Complex Personalities & Practical Resilience (register via CareerPath)	
Healthy Mind				



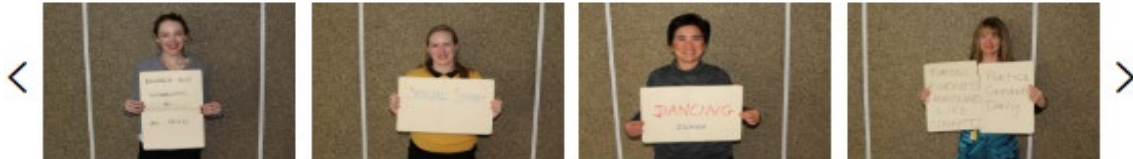
Tips on Staff Intranet from our Wellbeing Champions

Promoting Balance and Moderation in all things

Tips from our wellbeing champions



Balance and moderation in all things.



Engagement Survey Results 2019



83%

of staff agree:
My colleagues and I work
well as a team



87%

of staff agree:
I am satisfied with the
benefits I receive



85%

of staff agree:
I understand how my job
contributes to the overall
success of the University



82%

of staff agree:
I am proud to tell people I
work at the University

Current focus is on Psychologically Healthy workplace

<https://www.youtube.com/watch?v=U-ogwuZvERI>



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Further resources & support



www.wellnessdesigns.com.au
www.wellnesswiseacademy.com.au





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www.wellnesswiseacademy.com.au