

Wellbeing Research Project

Development of a research-based employee wellbeing program for the meat processing industry

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1.0 Executive Summary

The Wellbeing research project objective is to review practices inside and outside of the processing industry and develop a fit-for-purpose model for wellbeing across the processing industry. This project forms part of a larger program of works in the AMPC strategic plan as part of the physical and mental wellbeing pillar.

The aim is to seek an understanding of the red meat industry's appetite and need for a plant based and industry-based wellbeing program looking at both physical wellbeing as well as mental wellbeing.

The approach split the project into two distinct phases. Phase 1 "Assessment and phase 2 "Program development."

Phase 1 is to conduct the "Assessment." This phase made up of 4 stages: stage 1 - Exploration, stage 2 - Build, stage 3 - Delivery and stage 4 - Review. This includes the testing of assessment tools in five pilot plants of various sizes and geographical locations.

The project outcomes included a collection of 712 employee responses in the Wellbeing assessment. This data is categorised into mental health, physical health, overall health and wellbeing in the workplace. Physical and mental health risks have been identified as well as a broad collection of ideas and suggestions from employees. Open text responses have been grouped into themes for ease of digesting the data.

Wellbeing insights showed risks across mental wellbeing, including isolation and lack of support and lack of disclose of struggles. In physical wellbeing, poor dietary habits in high levels of consumption of soft drinks, extreme consumption of alcohol (both high and low), low intake of water and low consumption of vegetables. Nutrition, food and mood education as well as healthy food onsite were requested at high rates.

Smoking rates in the red meat industry currently sit at approximately double the Australian rates, with many plants providing smoking areas within the workplace.

These health risks are compounded by the severe lack of health resources or access to resources in rural and regional Australia.

The three Wellbeing recommendations based on the needs of the industry are:

- Reduce smoking rates
- Improve healthy eating & drinking
- Enhance and protect mental wellbeing

The Wellbeing data collected in this research will be beneficial to the processing industry to provide insights into the workforce that have never before been captured. Support by plants and the wider industry can be built off this research.

Recommendations for further research are for development of Wellbeing resources to meet the needs of the employees in the red meat industry.

1.0 Introduction

The purpose of the Wellbeing research project is to review practices inside and outside of the processing industry and develop a fit-for-purpose model for wellbeing across the processing industry. This will execute the 2021-22 AMPC strategic plan aspiration of the physical and mental wellbeing core pillar, where safety and wellbeing is a priority for people and culture. The project seeks to obtain an understanding of the red meat industry's appetite and need for a plant based and industry-based wellbeing program both looking at physical wellbeing as well as mental wellbeing.

The cost of ignoring Wellbeing to workplaces to the Australian economy is \$60 billion per year. Of this, \$12.8 billion is due to poor mental health in workplaces¹. In 2021, external insights have found a reduction in wellbeing and life satisfaction in Australians due to the COVID-19 pandemic. These impacts seem to be wide spread across the country although vary in severity according to state restrictions. Victoria has been most heavily impacted, followed by New South Wales. International border closures have resulted in direct and indirect wellbeing impacts for most of the Australian population².

Employee wellbeing data has not been collected or analysed in the processing industry before. This data will allow plants and the wider industry to identify risks to employees and their business. It will also provide evidence with which to build needs-based resources to help support the health and wellbeing of their employees.

Wellbeing programs provide a healthy value on investment (VOI), return on investment (ROI) and ensure legal obligations are being met. The VOI factors can be difficult to measure but may be measured in the medium to long-term reduced absenteeism rates and higher retention rates. These present as improved morale, positivity and motivation in the workplace. These factors can help to attract and retain high quality candidates. ROI has been heavily researched in Australia over the last few years. For every \$1 invested in mentally healthy workplaces, a minimum benefit of \$2.30 can be expected³.

Workplaces in Australia have a legal obligation to provide a physically and mentally safe workplace to their employees. They must protect employees against physical and psychosocial risk factors, such as bullying and high workload. Workplaces must also maintain the privacy of an employee with mental illness and provide reasonable adjustments to help them stay or return to work. With changes made to the national model of WHS regulations, a duty holder must identify and manage risks to health and safety⁴. Psychosocial risk factors must be identified and managed.

The scope of the research includes the wellbeing assessment of employees. This will be executed via five pilot plants of diverse sizes, geographical locations and metro and regional regions. This data will provide Wellbeing metrics with which to identify physical and psychological risk factors. Risks to employees and plants will be identified. Wants and needs of employees will be collected to improve wellbeing in their workplace. These data points will provide insights into the overall health and wellbeing of the workforce in this industry. Data in the form of open-ended text responses will provide ideas, suggestions, requests and needs of employees which can be utilised by plants to help build more physically and mentally safe workplaces.

The lead researcher of the Wellbeing project, Carli Phillips of Corporate Wellbeing Hub has conducted extensive research into corporate wellbeing and mental health strategic planning. This masters research uncovered four key success criteria of employee Wellbeing programs.

1. Customisation
2. Meaningful employee engagement
3. Ongoing communication plan

4. Leadership commitment and/or ground up approach

Customisation can only be achieved by first collecting employee health and wellbeing data. Physical and mental metrics can identify risks to employees and the business. For example, an employee who rated poor mental health, was isolated and did not have anyone in their life they could have an honest conversation with, is a risk to themselves and to the business. Data collected can then be used to build and develop Wellbeing resources to meet these needs. Phase 1 “Assessment” in this project has successfully accomplished this first key success criteria.

Meaningful employee engagement can be achieved by providing resources and support that meet the needs identified in the assessment. The content must be highly relevant to the majority of employees and delivered in an interactive and meaningful way.

An ongoing communication plan is an integral part of a successful Wellbeing program. The initial key message to employees following assessment can be, “we have heard you, you asked for X, we are now providing you with X.” Simple and repetitive key messages must be replicated multiple times across multiple communication channels to allow for easy access and consumption of the information. For example, “try for 5 veg per day”, can be incorporated into posters for the plant, emails, text messages, onsite and online training, traffic light education at cafeterias and vending machines. Making healthy choices and easy choice with high visibility and promotion and subsidised prices also forms part of a communication plan.

Leadership commitment and/or ground up approaches can both be highly successful motivating factors for employees to take personal accountability for their health and wellbeing. The top-down approach of leadership commitment can be highly inspirational. If leaders can talk about health and wellbeing, share their personal stories of how they look after their own wellbeing, this can encourage and motivate others. Not every plant will have committed leaders in this space. Using the ground up approach can be just as successful. This means asking employees who are passionate about health and wellbeing to be advocates and promoters of the wellbeing program. These Wellbeing Champions can be sought via an expression of interest. If you have both top down and ground up support, even better.

The second, third and fourth key success criteria will be used in Phase 2 – “Development and delivery” of the Wellbeing program. This will help to meet the WHS legal obligation, ensure high return on investment and high value of investment.

2.0 Project Objectives

The wellbeing research project objectives are as follows:

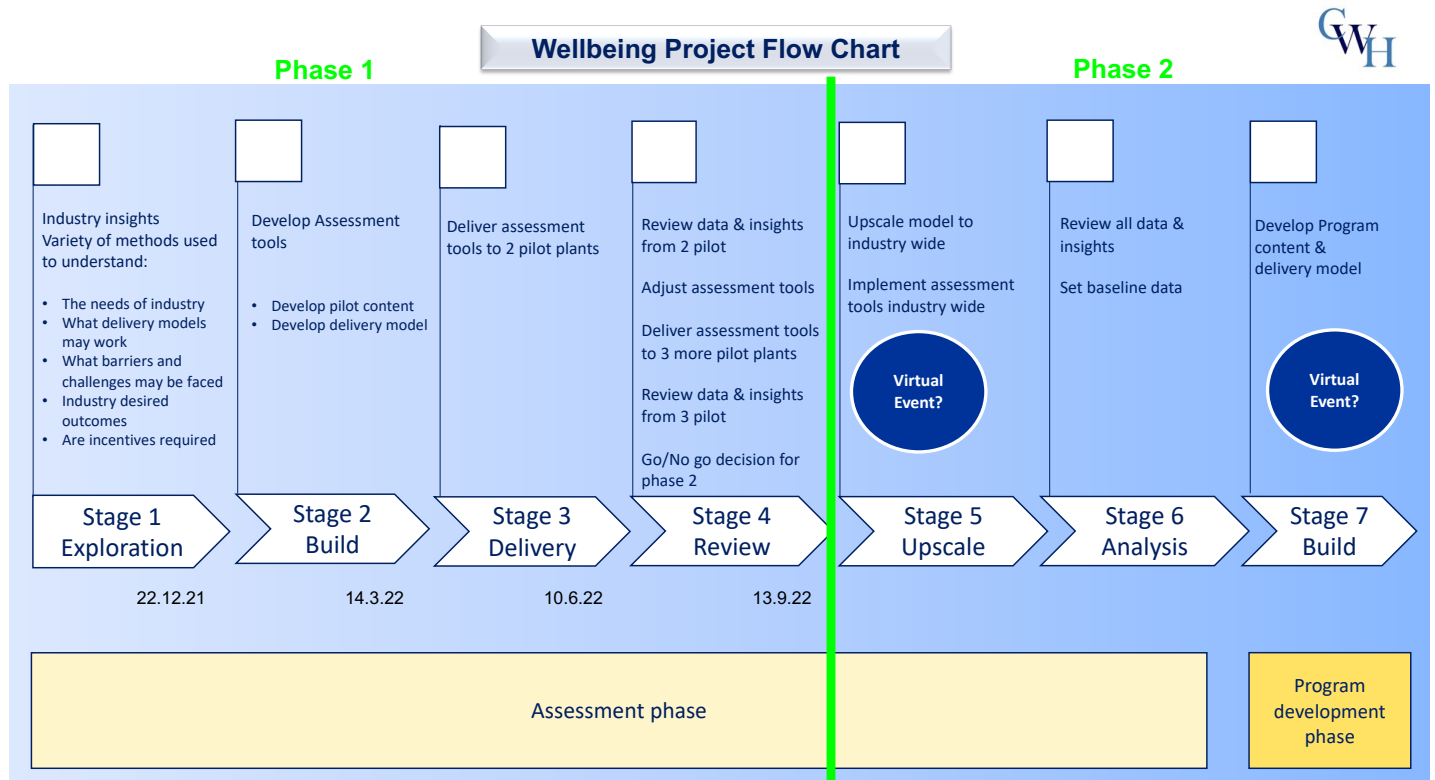
1. Conduct research to identify employee and industry needs and a health metric baseline relevant to AMPC
2. Provide insights and recommendations based on the needs of the industry
3. Develop an assessment tool based on the insights uncovered in the research
4. Deliver the assessment tool and gain insights and refine the tool for up to 5 pilot plants
5. Refine and finalise scope for a phase 2 project

Each of the five project objectives listed above have been completed in Phase 1 “Assessment” and are included in this final report in detail.

3.0 Methodology

The project is to develop and deliver an industry-specific employee Wellbeing assessment.

Research was conducted in 4 stages: stage 1 exploration, stage 2 build, stage 3 delivery and stage 4 review.



Stage 1 “exploration” includes site visits, site tours, introductory meetings with plants and a wellbeing virtual strategy session to explore industry insights. Engagement has high by plant health and safety manager, human resources managers and senior leadership in general.

Stage 2 “build” includes developing industry-specific assessment that were relevant and accessible to employees in the red meat industry. This is based on feedback from the exploration stage and incorporate a test and learn model. Adjustments will continue to be made throughout delivery and review stages.

Stage 3 “delivery” was conducted via five pilot plants: Plant 1 (one site), Plant 2 (2 sites), Plant 3 (3 sites), Plant 4 (2 sites) and Plant 5 (1 site). Commitments of sites numbers per plant were dictated by each plant and their capacity to host Wellbeing assessments. A number of additional plants expressed interest in the project but did not proceed due to workforce shortages and capacity issues. Five pilot plants successfully completed in the assessment.

Two assessments were tested, the permah survey and baseline wellbeing survey. Permah survey questions were offered digitally only can be found in Appendix 9.1. The permah survey was tested early in the research with a small pilot group at Plant 1. This group of health and safety representatives (HSRs) recommended not using this survey due to its complexity, length and complex language and vocabulary. As a result, the baseline wellbeing survey was offered in a digital and paper version and can be found in Appendix 9.2. This was tested with the same group of HSRs and was highly recommended by the test group. The decision was made to proceed with the baseline survey only. This was delivered in paper based, digital and basic English version for English as second language employees. This would provide metrics across physical and mental health risks as well as workplace factors. Questions in the assessment covered four main groups: physical health, mental health, overall health and wellbeing in the workplace.

The design of the assessment was tested via digital and online formats. The delivery of the assessments was tested with Corporate Wellbeing Hub hosting onsite events at four pilot plants to encourage participation. One pilot plant did not host an event and distributed internally only. Communication plans included emails, text messages, posters, staff meetings and supervisor encouragement. Assessments were well supported by health and safety managers at each pilot plants.

Other variables in the research included the level of incentive offered to encourage participation. Following is a summary of the incentives that each pilot plants provided:

Plant 1– approximately 1000 employees. No incentives provided. An onsite event was set up in the training room. Team leaders and supervisors gave permission for each team member to come off the line and spend fifteen minutes in the training room to participate. This resulted in over 20% uptake.

Plant 2. One site of eight staff did not have any incentives. The purpose of the assessment was clearly explained and obtained 100% uptake. The second site of approximately 250 employees provided a two day onsite event. Corporate Wellbeing Hub and plant staff supported the event. Free fruit was offered to all employees and the chance to win one of 10 \$20 gift vouchers. Uptake was 29%.

Plant 3, approximately 800 employees. Corporate Wellbeing Hub and plant health clinic staff supported a two-day onsite event. Two barbecues were offered to staff, both on morning and afternoon shifts to encourage participation. The communication plan was very strong with multiple posters off across the site, email and multiple text messages send out to all employees. Uptake was 25% for this site plus an additional 3 responses from feed lots and agri business.

Plant 4. Corporate Wellbeing Hub and plant staff supported an onsite event. Healthy food platters were provided in all tea rooms as an incentive to participate. A gift voucher raffle was also offered to all participants. Approximately 180 employees. Uptake was 52%

Plant 5 – two sites. Site one has approximately 140 employees. Uptake was 33%. Site 2 only received 16 responses. This sample is significantly smaller than other sites. Feedback from health and safety manager was that this was due to workplace cultural reason in site 2.

All data collected fell into four main categories: Physical health, mental health, overall health and wellbeing in the workplace. The AMPC full report can be found in Appendix 9.3

4.0 Project Outcomes

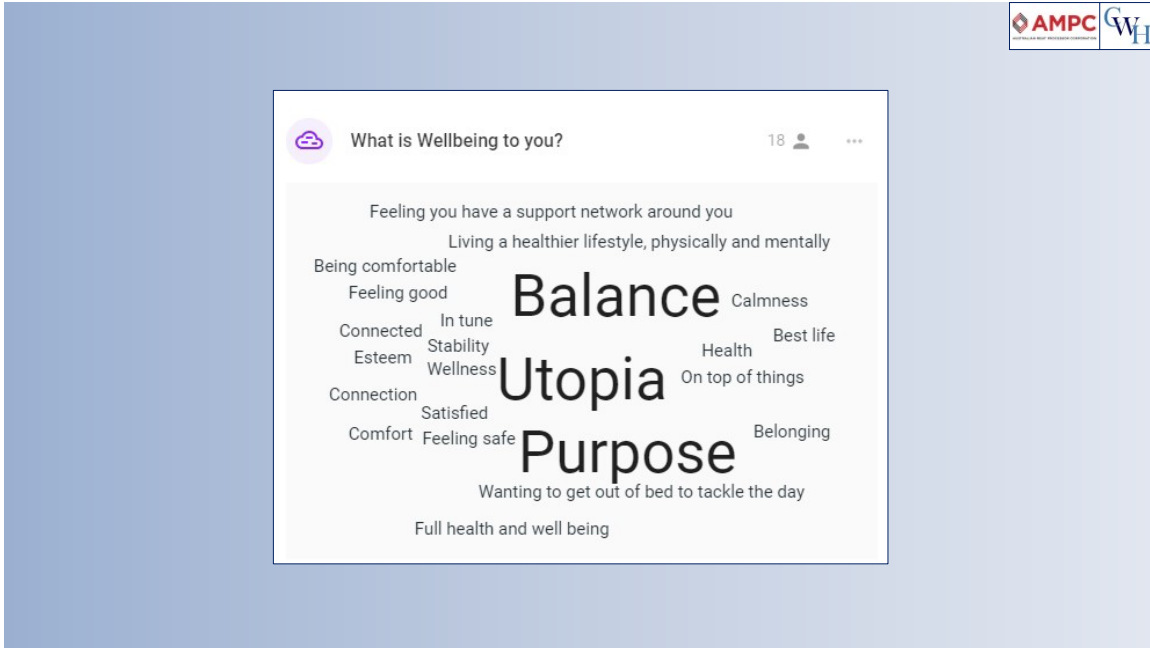
Each of the five project objectives have been completed in Phase 1 "Assessment" and are included in this final report in detail.

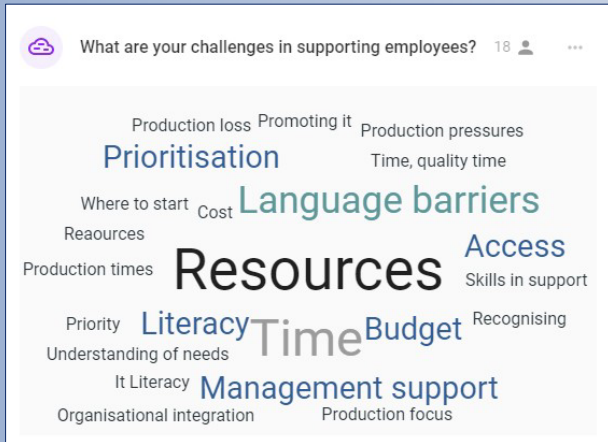
Assessment tools were developed and delivered in five pilot plants. They were refined and tailored to the unique needs of the red meat industry workforce. Digital and paper based English and basic English (ESL) assessments were highly successful with high uptake levels alongside plant-based incentives and events. These were delivered and refined across five pilot plants across Australia. One revision that was made was the addition of weight, height and BMI metrics to help support the weight self-assessment included.

Employee and industry needs have been identified throughout this research project. Following is a summary of Wellbeing data collected across the industry:

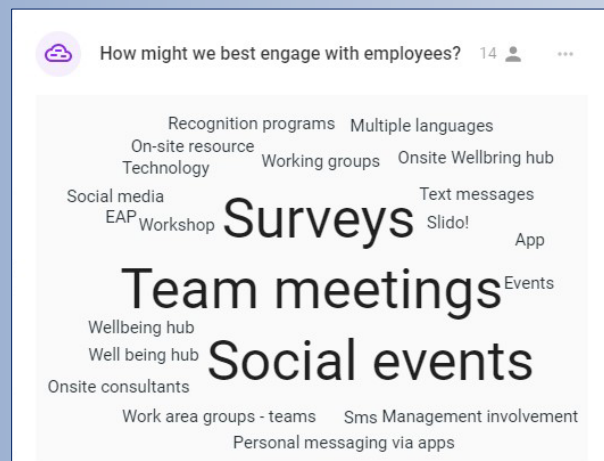
In the exploratory stage, the virtual wellbeing strategy session, the following data was collected:

Results



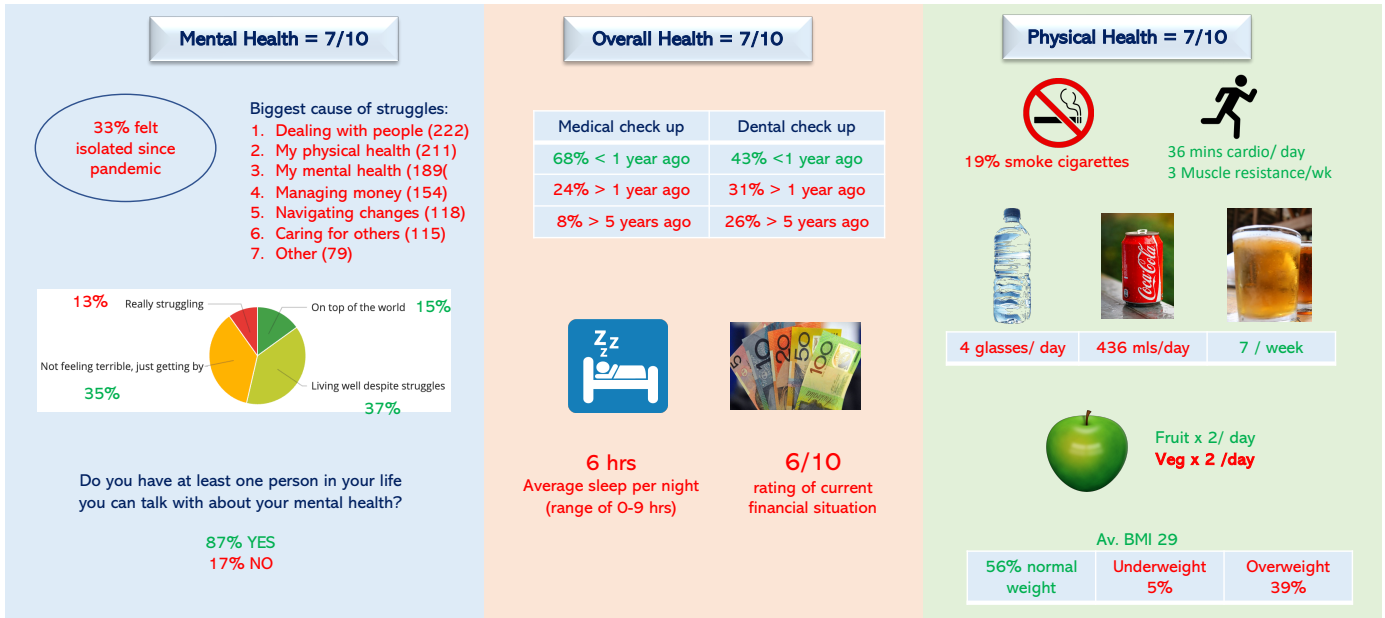


- Top 3**
- QLD - Culture, Resources and Access
 - NSW - Internal expertise, Production focus, Services to Rural and regional areas...
 - WA - Time & Resources to access Staff, Cultural Issues, Staff Turnover
 - VIC/SA - Resources, Production constraints and management support.

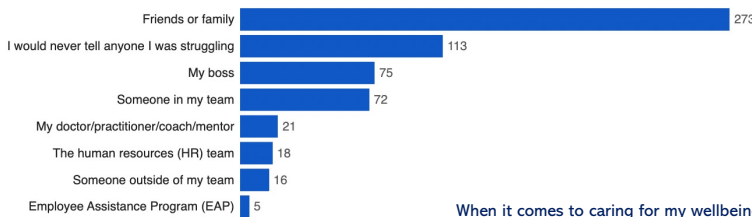


- Top 3**
- QLD - in dustry communication and collaboration, many and varied appropriate platforms (2 way comms) and rewards
 - NSW - Base line survey, Multifaceted approach (tech and face to face focus groups), Senior management being there, showing commitment & BONUS anytime access to an onsite resource...
 - WA - Personalised Interactions between Management and Staff, Social Media, Social Events
 - VIC/SA – Social Events, Fitness Schools (Sharpening your saw- Yoga, Zumba etc), Communication tools

The Wellbeing Assessment that was delivered to five pilot plants, provides the following summary of the Wellbeing metrics. The complete AMPC Full Wellbeing Report can be referred to in Appendix 3.

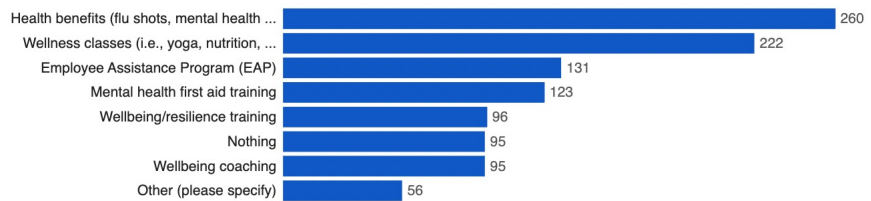


When I'm struggling for my wellbeing at work, the first person I reach out to is:

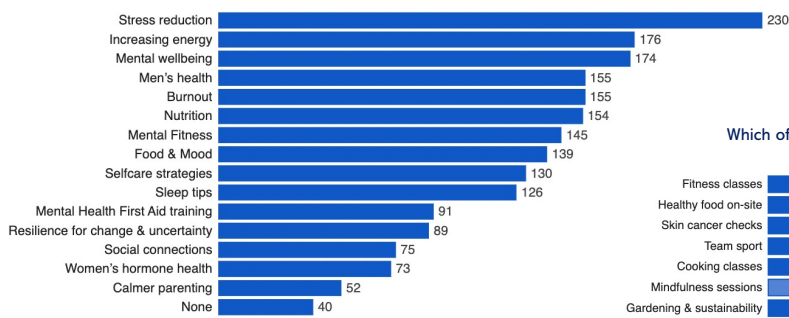


16%
would never tell
anyone I was struggling

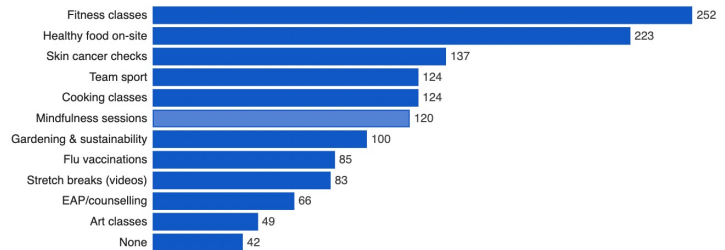
When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are:



Which of the Wellbeing topics are you interested in?



Which of the following benefits would be of value to you?



Additional open text data was highly valuable and can be referred in the following Appendices:

My biggest cause of my struggles in the last 2 weeks has been. (Appendix 4). Of the 23 work related causes:

- 48% are work load
- 30% are pay and recognition related
- 22% are management related

My biggest barrier to improving my wellbeing over the last two weeks was. (Appendix 5).

- 70% are non-work related
- 30% work related

When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are. (Appendix 6).

- 62% are related to care/support at work
- 19% related to onsite resources
- 14% are related to pay
- 5% N/A

Ideas or suggestions for employee wellbeing at your workplace. (Appendix 7).

- 51% related to onsite resources (26% fitness related, 20% healthy food related, 23% mental health related, 31% other)
- 43% related to working conditions (behavioural, bullying etc)
- 6% are pay related

Additionally, a Wellbeing series of three videos and one podcast was developed and promoted in 2022. Total of 73 employees enrolled for the series. 29% commenced the course, 3% completed the course with an average time of 11 minutes spent.

Insights and recommendations based on the needs of the industry are presented in the 6.0 Discussion.

The refinement and finalisation of scope for a phase 2 project is included in 7.0 Conclusions/ Recommendations.

5.0 Discussion

In the wellbeing strategy session, it was evident that Wellbeing means something different to each individual. Words like utopia, balance, purpose physical and mental health were collected. The main health issues seen were fatigue, followed by mental health issues. The top challenge in supporting employees is resources. This is particularly evident in rural and regional Australia and reinforce the need for Wellbeing resources in the processing industry. Surveys, team meetings and social events were listed as the ways to best engage with employees. This was further supported in the assessments with social events and communication being highly requested.

Wellbeing data collected in the assessment provides a baseline metric for the red meat industry. It has identified areas of high and low standards. Very high ratings demonstrate areas of strengths in the workforce that can be celebrated and encouraged. These include healthy physical activity rates, lower than average obesity levels, health consumption of fruit and some groups not consuming any alcohol. Low ratings should be considered areas to improve and are included in 6.0 Conclusions/ Recommendations in this report. These include mental health, smoking and healthy eating.

Each category will be discussed in detail.

6.1 Mental Health insights

Mental health metrics have highlighted a high risk both to employees and plants. Whilst the overall rating is 7 out of 10, 13% of employees are really struggling mentally with an additional. Those employees born outside of Australia showed a slightly lower 10% who were rate really struggling. 17% with no-one to talk to about their mental health. 33% felt isolated since the pandemic. Gender and cultural heritage evenly distributed

16% said they would never tell anyone they were struggling. The two biggest age cohorts are 65yrs+ and 18-24 yrs. These groups are at risk to themselves, others and the business.

Dealing with people is listed as the highest cause of struggles. This metric can be considered a behavioural consequence of poor mental health. Anecdotally, employees are commonly struggling with dealing with peers, managers and team members who are direct reports. This can be seen day to day as aggression, frustration, outbursts of anger, exhaustion and confrontation. Chronic stress over a period of years has been caused by environmental factors, such as drought, flood, fire and floods again. Additional health impacts, such as the pandemic leading to high sick leave, closed international borders, lack of employees availability, poor supply chain access (transport and materials).

These metrics are evidence of poor psychological safety and lack of mentally safe workplaces in the processing industry.

External research shows 45% of Australians between the ages of 16 and 85 experience a mental health condition in their lifetime. 20% of Australians will experience a mental health condition each year⁵.

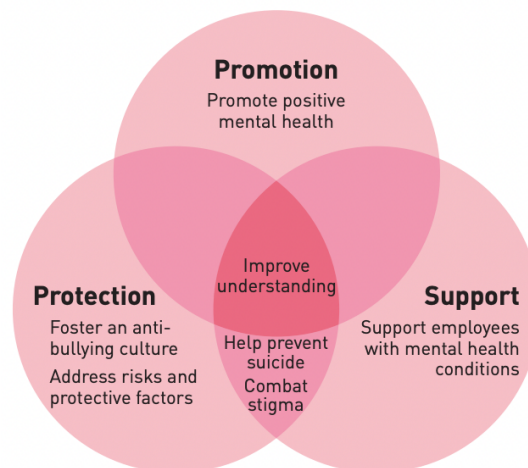
In 2017, around one in eight (13.0% or 2.4 million) adults experienced high or very high levels of psychological distress, an increase from 2014-15 (11.7% or 2.1 million)⁶. These numbers are expected to increase significantly during and post pandemic.

Discussion and interviews with health and safety managers, CEOs, GMs and HR managers have shared with us a severe lack of mental health support, particularly in rural and regional Australia. Even when employees are seeking help, this support is not available locally. Wait lists for counsellors and psychologists can be up to extremely long, leaving community members in poor mental health.

Mental Health First Aid Training is sporadic and limited across the industry. This training is crisis management to provide crisis support to employees who are not safe and are at risk to themselves and to others. Some plants have provided this training ad hoc, without and follow up or refresher training. This typically leads to lack of confidence in providing mental health first aid when required. Most plants have not provided any training. Access to local training is limited.

Mental Health Awareness Training to provide basic mental health literacy has not been identified in the industry. This type of training is suitable for large groups of employees to improve awareness and understanding of mental health, the spectrum or continuum of mental health and mentally ill, protective factors and risk factors. It also provides strategies and tools to protect mental health and to look out for others.

In addressing mental health in the workplace, it is important to take an integrated approach to promote, protect and support⁷. This means promoting positive mental health with a wellbeing program. Next, supporting employees with a mental health condition by protecting their privacy and making reasonable adjustments for them to return to work or stay at work. Lastly, to protect employees from psychosocial risk factors, such as bullying and high work loads.



Psychosocial hazards that are common and relevant to the processing industry may be:

- low job control
- poor support
- inadequate reward and recognition
- traumatic events or material
- poor physical environment
- violence and aggression
- bullying
- harassment, including sexual harassment
- conflict or poor workplace relationships and interactions

Both workload and pay were recorded as high-risk factors to mental wellbeing in the processing industry.

This assessment has identified some of the above listed hazards in the workplace. It is important for every workplace to be able to identify and manage these risks and hazards on an ongoing basis. Safework Australia provide free tools for this⁸.

6.2 Physical Health insights

Physical health is rated at 7 out of 10. Exercise guidelines are being well met and should be celebrated and encouraged. This may be due to the nature of the physical work undertaken employees working on the line.

Physical health metrics show adequate fruit intake and below adequate vegetable intake. The Australian guidelines recommended 5 serves of veg per day, with employees only consuming an average of two per day. Only 7% of Australian consume 2 serves of fruit and 5 serves of veg per day⁹. This research aligns with the Australian population and should be significantly improved.

The Australian Dietary Guidelines recommend drinking plenty of water. Men should be drinking about 10 cups per day and women about 8 cups per day. Employees are only reaching about half of this with an average of 4 glasses per day. This may lead to dehydration and poor energy and concentration levels. Australian tap water is an ideal drink and is safe in most areas of the country. The nature of the work may not currently allow for adequate water and toilet breaks. Australia's fluoridated tap water also helps develop strong bones and teeth. It is recommended everyone choose water instead of drinks with added sugars or alcohol. The amount of water we need varies depending on individual factors including diet, climate and levels of physical activity. Some older people and young children may benefit from drinking water regularly before they feel thirsty.

Drinks consumption is of particular concern with above average soft drink and energy drinks. Whilst alcohol averages show 7 drinks per week, which is within the recommended maximum of 10 per week, the raw data tells a different story. A large group of employees recorded nil alcohol consumption and another large group showed consumption on average at more than double the recommended maximum. The highest consumers are Australian middle-aged men.

The Australian Dietary Guidelines recommend limiting the intake of foods and drinks containing added sugars. Consumption of drinks with added sugars, such as soft drinks and cordials, fruit drinks, vitamin waters, energy and sports drinks can increase risk of excessive weight gain in both children and adults. Soft drinks may also increase the risk of dental cavities and may have a negative impact on the strength of our bones.

High requests for healthy food onsite were collected. In onsite interviews, cafeteria managers explained a lack of consumption of healthy food even when it is offered. A lack of education, lack of visibility and high prices of healthy food may be barriers to engagement onsite. A long-term, slow changing campaign would be highly recommended here.

39% overweight metric is significantly lower than the Australian statistic of 67%¹⁰. An assumption has been made that the physical work required by employees in the processing industry help to limit overweight and obesity in this workforce. An alternative assumption may be that overweight is underestimated in this self-assessment.

Overweight and obesity can have major impacts on a person's life. While it can lead to preventable chronic diseases like heart disease, type 2 diabetes and some forms of cancer, it can also impact mental health, as well as social and economic opportunities. Overweight and obesity affects many Australians, starting in the early years and increasing with age¹¹. The biggest increases in excess weight gain are from childhood to early adulthood.

Fitness classes and subsidies are commonly provided in workplace outside of the processing industry. Gym memberships can be reimbursed or subsidised.

According to Australian Physical Activity and Exercise Guidelines adults aged 18 to 64 years should be active most days, preferably every day. Each week, adults should do either:

- 2.5 to 5 hours of moderate intensity physical activity – such as a brisk walk, golf, mowing the lawn or swimming
- 1.25 to 2.5 hours of vigorous intensity physical activity – such as jogging, aerobics, fast cycling, soccer or netball
- an equivalent combination of moderate and vigorous activities.

The Australian Physical Activity and Exercise Guidelines recommend adults should also include muscle-strengthening activities as part of daily physical activity on at least 2 days each week¹². This can be:

- push-ups
- pull-ups
- squats or lunges
- lifting weights
- household tasks that involve lifting, carrying or digging.

6.3 Overall Health insights

Overall health is rated at 7 out of 10. In 2017-18, over half (56.4%) of Australians aged 15 years and over considered themselves to be in excellent or very good health, while 14.7% reported being in fair or poor health¹³. This has remained constant over the last 10 years.

Smoking rates are at 19% in the red meat industry. This rate is significantly higher than the 10.7% Australian average¹⁴. Health effects of smoking include reduced life expectancy and quality of life. An increased risk of many conditions and diseases as well as of dying prematurely. Young people aged 18-24 are more likely to have never smoked than a decade ago (75% compared to 64%)¹⁵. A reduction in smoking across the industry would make significant improvements to overall health of the workforce.

Adequate sleep is vital for your health, but can be hard to achieve when life is busy. Sleeping problems are common, with up to 4 in 10 Australian adults not getting enough good-quality sleep¹⁶. An average of 6 hours per night in the processing industry is indicative of employees who are ranging between zero to 9 hours per night. A lack of sleep or poor-quality sleep is a high-risk factor for increased injuries as well as poor physical and mental health. Education in this space and accommodation of start and finish times would be beneficial.

Financial distress is a significant risk factor to stress poor mental health¹⁷. Employees rated their finances at 6 out of 10. It was also listed at a high rate when asked the causes of struggles and also what supports can be put in place to improve wellbeing. Some plants are already providing financial support in the form of local banks. They can provide financial counselling and discounted loans.

32% have not had a medical check-up and 57% have not had a dental check-ups in the last twelve months. While this data aligns with the general Australian population it is a significant risk to poor physical and mental health. According to the Patient Experience Survey¹⁸ people aged 15 and over, nearly half (48%) visited a dental professional in the last 12 months. Good oral health is fundamental to overall health and wellbeing. Without it, a person's general quality of life and the ability to eat, speak and socialise is compromised resulting in pain, discomfort and embarrassment. Education and promotion of annual check-ups would be beneficial.

6.4 Wellbeing in the workplace insights

Multiple and varied requests for Wellbeing the workplace were collected. Topics of interested were mostly around stress, mental health and nutrition. In high demand was fitness, healthy food and mental health support onsite.

Fitness could be supported by offering fitness classes or sport onsite or even subsidising local gym memberships.

Healthy food onsite can be improved with education campaigns with multiple delivery models, such as posters, flyers, email, texts, webinars, onsite training, traffic light system on food, how to read a nutritional label, healthy food being displayed upfront and subsidised. Changes to food offered can cause upset if done too quickly. A comprehensive and slow-moving change management program would be highly recommended. Starting with education and visual labels, then adding in more healthy options, then slowly reducing the unhealthy choices. Onsite cafeterias, food vans and food brought from home should all be considered in a healthy eating campaign.

Mental Health support can be improved by providing mental health first aiders in each team or department. As a minimum HR, HSRs and team leaders should be trained in mental health first aid. This is a skill that keeps employees safe at time of crisis. This can help to support employees with a mental illness.

Mental Health Awareness Training can educate all employees on the foundation of mental health, how to protect ourselves and how to look after others. This can help to promote positive mental wellbeing.

Improving working conditions can help to reduce psychosocial risk factors in the workplace. Identification and management of these factors can significantly reduce the cause of mental illness and support positive mental wellbeing. Bullying and harassment are significant risk factors nationally and have been identified in the processing industry. Communication types and styles form an integral part of caring for our employees. Our mental health literacy and language is critical to improving mental health in the workplace.

6.0 Conclusions / Recommendations

The Wellbeing project has reviewed practices inside and outside of the processing industry. Two major findings have been uncovered:

1. A gap between industry and outside of the processing industry in Wellbeing programs.
2. Physical safety practices at a high standard with psychological safety at a significantly lower standard.

A significant gap has been identified between the processing industry and other industries. It is now common practice to frequently monitor physical and mental risk factors in the workplace. Furthermore, legal obligations became stricter in 2022 across Australia. Psychosocial risk factors must now be identified and managed as part of providing a mentally health workplace. A duty holder must identify and manage risks to health and safety.¹⁹ In addition to the industry-specific Wellbeing assessment developed in this project, a free and validated Australian psychosocial risk assessment survey named People at Work is also available²⁰. Ongoing Wellbeing assessment would be recommended on an annual basis. This can be most effective when conducted as part of a Wellbeing program. Check ins can be conducted at Wellbeing events and feedback collected with each Wellbeing resource delivered.

Data collected in this research found very high levels of physical safety. Highly rated physical health data should be well communication in each plant and industry-wide. These include healthy physical activity rates, lower than average obesity levels, health consumption of fruit and some groups not consuming any alcohol.

These statistics may form part of a well-rounded wellbeing program. Celebrating success may positively reinforce healthy behaviours.

Unfortunately, it also uncovered psychosocial risk factors that contribute to poor psychological safety in some plants. These include bullying, poor communication styles or lack of communication, high work load, lack of recognition of work and perceived low wages.

Development of a fit-for-purpose Wellbeing program across the processing industry would be highly recommended. Resources should be developed based on the data collected in the assessment. This will result in a customised Wellbeing program unique to the processing industry. Resources should be developed to address the highest risk factors across both physical and mental health.

The three Wellbeing recommendations based on the needs of the industry are:

- Reduce smoking rates
- Improve healthy eating & drinking
- Enhance and protect mental wellbeing

7.1 Mental Health Recommendations

Develop industry-specific mental wellbeing resources. Both mental health first aid training and mental health awareness training would be relevant and in demand.

Provide easy access to mental health training across multiple delivery models, including posters, flyers, webinar, onsite training, leader training, or e-learning modules. Potentially uploaded resources to the AMPC portal to allow access to all members.

Host a mental wellbeing webinar to explain the mental health data in the industry. Share how to identify and manage psychosocial risks in the workplace. Know your legal obligations in the workplace. Where to find support, resources and training.

7.2 Physical Health Recommendations

Develop an industry-specific healthy eating campaign. Key messages, such as, try for 5 veg per day, reduce alcohol, swap out soft drinks and energy drinks. Include a long-term strategy which includes comprehensive change management tools. Small steps may include education, improving visibility of healthy choices with a traffic light system and easy to read nutritional labels. Change in food must be gradual over the medium to long-term. Onsite cafeteria, food trucks and food from home must be included in the campaign. A campaign could potentially be uploaded onto the AMPC portal for easy access for all members.

Fitness classes onsite, subsidised local gym memberships, promotion of local sports or gyms, team sports promoted and online fitness classes/ apps are highly adopted in workplaces outside of the red meat industry. It is highly recommended that plants consider this as a proactive step to increase exercise, reduce overweight and obesity and increase energy levels. Case studies of plants doing this well could be share we best practice. This would help to motivate other plants and provide a template for success.

7.3 Overall Health Recommendations

A quit smoking campaign needs to be adapted to the processing industry. In addition to existing resources which support individuals, more support is required at an organisational level. This may include a quit smoking campaign with a communication plan, step by step guide for short, medium and long-term. Education will form part of this campaign. The smoking areas onsite are extremely rare in business outside of the processing industry and should be considered as part of this campaign.

Some free financial support and counselling is already available. National Debt Helpline and 1800 RESPECT provide free financial support to Australians. Packaging these resources with local supports from plants and local banks would further improve the support. Uploading this information to the AMPC portal would improve access.

Medical and dental check-ups should be promoted. This can be done via education onsite and by partnering with local medical and dental centres. Telehealth and online health services should also be promoted to encourage employees to seek medical help when required.

7.4 Wellbeing in the workplace Recommendations

A Wellbeing program should be customised to meet the needs of the employees. This Wellbeing assessment data should be used to build industry-specific resources. The topics in the highest demand were stress, energy, mental wellbeing, men's health, burnout, nutrition, mental fitness, food & mood, selfcare strategies and sleep tips. Creating a Wellbeing program based on these topics will reach the highest needs for the workforce overall. Delivery models should be tested via onsite training, online training and e-learning modules.

Meaningful employee engagement should be tested with attendance numbers and feedback for each resource. These short-term metrics will provide metrics with which to measure the success and relevance of the resource. Longer term metrics can be measured over one to years. These include Wellbeing assessment or check in, absenteeism numbers and retention rates. Value of investment can be analysed via interviews to assess positivity, morale and motivation.

Project Phase 2 has been refined and finalised to meet the needs of employees .

Phase 2 “program development” was originally planned in 3 stages: Upscale, Analysis and Build. This was to upscale Wellbeing the assessment to industry-wide before building a Wellbeing program. A strategic decision was made at the end of Phase 1 to remove the upscale stage of the assessment. This decision was made jointly by Amanda Carter and Carli Phillips. This was due to the multiple factors, including pandemic impacts the industry, severe workforce shortages and immediate and significant need for Wellbeing resources. Additionally, Wellbeing data from over 700 employees was considered a sufficient sample size with which to draw assumptions for the industry. Phase 3 was originally planned for “program delivery” including delivery of program at industry-level, measurement and review, followed by a transition to a sustainable model.

Phase 2 and 3 will now be re-named “program development and delivery” and will include development of Wellbeing resources at an industry-wide and at plant level. The resources will be delivered via multiple delivery models and tested at pilot plants as part of this research.

It is highly recommended Phase 2 “program development and delivery” commence following the completion of Phase 1 “assessment.” Creating a Wellbeing program will allow resources to be built off the Wellbeing data that is industry specific and meets the current needs of the employees.

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9.0 Appendices

9.1 Appendix 1

Permah Wellbeing survey

| PERMAH Wellbeing survey | |
|--|---|
| Question | Scale/Options |
| I was deeply engaged and interested in my work | 0=Never, 5=half the time, 10=all the time |
| My team was a positive group to work with | 0=Never, 5=half the time, 10=all the time |
| I set and achieved clear goals | 0=Never, 5=half the time, 10=all the time |
| I felt anxious at work | 0=Never, 5=half the time, 10=all the time |
| Physically, I felt strong and healthy | 0=Never, 5=half the time, 10=all the time |
| I felt strongly dedicated to my work | 0=Never, 5=half the time, 10=all the time |
| My team set and achieved clear goals | 0=Never, 5=half the time, 10=all the time |
| I felt a sense of choice and freedom in the things I undertook at work | 0=Never, 5=half the time, 10=all the time |
| My organization was a positive place to work | 0=Never, 5=half the time, 10=all the time |
| I felt like I was thriving | 0=Never, 5=half the time, 10=all the time |
| I was encouraging and supportive of others | 0=Never, 5=half the time, 10=all the time |
| My team did work that was valuable and worthwhile | 0=Never, 5=half the time, 10=all the time |
| I felt energized by my work | 0=Never, 5=half the time, 10=all the time |
| I felt strongly committed to my organization | 0=Never, 5=half the time, 10=all the time |
| I regularly sought feedback about my work | 0=Never, 5=half the time, 10=all the time |
| My organization was encouraging and supportive of its employees | 0=Never, 5=half the time, 10=all the time |
| My team was interesting and engaging to work with | 0=Never, 5=half the time, 10=all the time |
| I felt able to manage my own wellbeing | 0=Never, 5=half the time, 10=all the time |
| My organization did work that was valuable and worthwhile | 0=Never, 5=half the time, 10=all the time |

| | |
|--|---|
| I felt calm at work | 0=Never, 5=half the time, 10=all the time |
| My team helped me feel physically healthy | 0=Never, 5=half the time, 10=all the time |
| I often felt forced to do many tasks at work I wouldn't choose to do | 0=Never, 5=half the time, 10=all the time |
| I felt insecure about my ability to do my job well | 0=Never, 5=half the time, 10=all the time |
| I felt discriminated against in my workplace | 0=Never, 5=half the time, 10=all the time |
| My organization set and achieved clear goals | 0=Never, 5=half the time, 10=all the time |
| I felt worn out by my work | 0=Never, 5=half the time, 10=all the time |
| My team was a safe place to bring up problems and be honest about mistakes | 0=Never, 5=half the time, 10=all the time |
| I was satisfied with my organization | 0=Never, 5=half the time, 10=all the time |
| I was able to change my behaviors in order to improve my wellbeing | 0=Never, 5=half the time, 10=all the time |
| I often felt alone and isolated at work | 0=Never, 5=half the time, 10=all the time |
| My organization was a high performer in our industry | 0=Never, 5=half the time, 10=all the time |
| I work in a team where diverse ideas, experiences and people are valued | 0=Never, 5=half the time, 10=all the time |
| The work I did was valuable and worthwhile | 0=Never, 5=half the time, 10=all the time |
| I received help and support when I needed it | 0=Never, 5=half the time, 10=all the time |
| I prioritized daily habits that supported my wellbeing | 0=Never, 5=half the time, 10=all the time |
| My team was highly committed to health and safety | 0=Never, 5=half the time, 10=all the time |
| I was clear on why I did the work I did | 0=Never, 5=half the time, 10=all the time |
| I was satisfied with my team | 0=Never, 5=half the time, 10=all the time |
| I felt excited at work | 0=Never, 5=half the time, 10=all the time |
| My organization was an interesting and engaging place to work | 0=Never, 5=half the time, 10=all the time |
| I was satisfied with my job | 0=Never, 5=half the time, 10=all the time |
| My team was encouraging and supportive of one another | 0=Never, 5=half the time, 10=all the time |

| | |
|---|---|
| The work I did felt so important I found it hard to switch off | 0=Never, 5=half the time, 10=all the time |
| My organization was highly committed to health and safety | 0=Never, 5=half the time, 10=all the time |
| I felt like I was struggling | 0=Never, 5=half the time, 10=all the time |
| My organization demanded too much from me | 0=Never, 5=half the time, 10=all the time |
| I felt it was best to keep my struggles to myself at work | 0=Never, 5=half the time, 10=all the time |
| I had all the resources I needed to successfully do my work | 0=Never, 5=half the time, 10=all the time |
| I performed well in the organization | 0=Never, 5=half the time, 10=all the time |
| My organization made efforts to support my physical health | 0=Never, 5=half the time, 10=all the time |
| I felt connected with people at work | 0=Never, 5=half the time, 10=all the time |
| I felt motivated to care for my wellbeing | 0=Never, 5=half the time, 10=all the time |
| I felt overwhelmed by the tasks I had to do | 0=Never, 5=half the time, 10=all the time |
| I was judgemental and critical of myself | 0=Never, 5=half the time, 10=all the time |
| My team performed well in the organization | 0=Never, 5=half the time, 10=all the time |
| I felt safe at work to bring up problems and be honest about mistakes. | 0=Never, 5=half the time, 10=all the time |
| I felt able to do my job well | 0=Never, 5=half the time, 10=all the time |
| Taking all things together, over the past two weeks I mostly I felt like I was: | Really struggling On top of the world Not feeling terrible, just getting by Living well despite struggles |
| The biggest cause of my struggles during the last two weeks has been: | Select multiple answers: My physical health My mental health Dealing with people Managing money Navigating changes Caring for others Other |

| | |
|--|--|
| <p>When I'm struggling to care for my wellbeing at work the first person I reach out to:</p> | <p>Someone in my team Someone outside of my team My boss The human resources team Employee assistance program My coach or mentor Friends or family I would never tell anyone I was struggling</p> |
| <p>The biggest barrier to improving my wellbeing over the last two weeks was:</p> | <p>Not enough time Not enough money Too much physical effort required Too much mental energy required Not sure how to start Other</p> |
| <p>When it comes to caring for my wellbeing the three most valuable supports my workplace could provide are:</p> | <p>Wellness classes (i.e yoga, nutrition, fitness), gym memberships or discounts Health benefits (i.e. Flu shots, mental health days, etc.) Employment Assistance Program (EAP) Wellbeing Coaching Wellbeing/resilience training Mental first aid training Nothing Other (Please specify)</p> |
| <p>Anything else you'd like to share?</p> | |

9.2 Appendix 2

Baseline Wellbeing survey

The purpose of this survey is to assess the Wellbeing of all employees and ask you what you need to improve your Wellbeing in the workplace. You can help us to build and shape a Wellbeing program for your industry. Your input to this survey is 100% confidential. (No names will be collected). The data collected will enable us to build Wellbeing resources to address the needs of the workforce across Australia.

Q1 On a scale of 1 to 10, how would you rate your overall health & wellbeing?

(Where 1 is the worst it's ever been and 10 is the best it has ever been.)

Write a number in the box to the left.

Q2 On a scale of 1 to 10, how would you rate your physical wellbeing?

(Where 1 is the worst it's ever been and 10 is the best it has ever been.)

Write a number in the box to the left.

Q3 On a scale of 1 to 10, how would you rate your mental wellbeing?

(Where 1 is the worst it's ever been and 10 is the best it has ever been.)

Write a number in the box to the left.

Q4 Taking all things together, over the past two weeks I mostly feel like I was:

Tick one option.

- Really struggling
 - On top of the world
 - Not feeling terrible, just getting by
 - Living well despite struggles
-

Q5 My biggest cause of my struggles during the last 2 weeks has been:

You may tick multiple options.

- My physical health
 - My mental health
 - Dealing with people
 - Managing money
 - Navigating changes
 - Caring for others
 - Other: (please specify) _____
-

Q6 When I'm struggling to care for my wellbeing at work, the first person I reach out to is:

Tick one option.

- Someone in my team
 - Someone outside of my team
 - My boss
 - The human resources (HR) team
 - Employee Assistance Program (EAP)
 - My doctor/practitioner/coach/mentor
 - Friends or family
 - I would never tell anyone I was struggling
-

Q7 My biggest barrier to improving my wellbeing over the last 2 weeks was:

Tick one option.

- Not enough time
 - Not enough money
 - Too much physical effort required
 - Too much mental energy required
 - Not sure how to start
 - Other: (please specify) _____
-

Q8 When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are:

Tick 3 options.

- Wellness classes (i.e., yoga, nutrition, fitness, gym memberships or discounts)
- Health benefits (flu shots, mental health days etc)
- Employee Assistance Program (EAP)
- Wellbeing coaching
- Wellbeing/resilience training
- Mental health first aid training
- Nothing
- Other: (please specify) _____

Q9 How many serves of fruit do you eat per day? (1 serve = 1 piece /1 cup)

Write a number in the box to the left.

Q10 How may serves of vegetables do you eat per day? (1 serve = 1 cup)

Write a number in the box to the left.

Q11 How many glasses of water do your drink per day?

Write a number in the box to the left.

Q12 How many mls of soft drink/sugary drinks do you drink per day?

Write a number in the box to the left.

Q13 How many alcoholic drinks do you consumer per day?

Write a number in the box to the left.

Q14 How many minutes of cardio exercise do you do per day?

(For example, fast walk, run, bike, swim or aerobics)

Write a number in the box to the left.

Q15 How many minutes of muscle resistance/weight sessions do you do per week?

- zero
 1 per week
 2 per week
 3+ per week
-

Q16 Do you have at least one person in your life you can talk with about your mental health?

Tick one option.

- Yes
 No
-

Q17 How would you rate your current financial situation?

(Where 1 is the worst it's ever been and 10 is the best it has ever been.)

Write a number in the box to the left.

Q18 Do you smoke?

Tick one option.

- Yes
 No
-

Q19 Would you describe yourself as underweight, normal weight or overweight?

Tick one option.

- Underweight
 Normal weight
 Overweight
-

Q20 How many hours sleep do you get each night?

Write a number in the box to the left.

Q21 How long ago was your last medical check-up?

Tick one option.

- Within the past month
- Longer than a month but within the past 6 months
- Longer than 6 months but within the past 12 months
- Longer than 12 months

Q22 How long ago was your last dental check-up?

Tick one option.

- Within the past month
- Longer than a month but within the past 6 months
- Longer than 6 months but within the past 12 months
- Longer than 12 months

Q23 Which of the Wellbeing topics are you interested?

You may tick multiple options

- | | | |
|--|---|--|
| <input type="checkbox"/> General health & wellbeing | <input type="checkbox"/> Mental wellbeing | <input type="checkbox"/> Nutrition |
| <input type="checkbox"/> Burnout | <input type="checkbox"/> Mental Fitness | <input type="checkbox"/> Increasing energy |
| <input type="checkbox"/> Resilience for change & uncertainty | <input type="checkbox"/> Mental health First Aid training | <input type="checkbox"/> Sleep tips |
| <input type="checkbox"/> Stress reduction | <input type="checkbox"/> Social Connections | <input type="checkbox"/> Men's health |
| <input type="checkbox"/> Selfcare strategies | <input type="checkbox"/> Food & Mood | <input type="checkbox"/> Women's health |

Q24 Which of the following benefits would be of value to you?

You may tick multiple options.

- | | | |
|--|---|---|
| <input type="checkbox"/> Fitness classes | <input type="checkbox"/> EAP/counselling | <input type="checkbox"/> Skin cancer checks |
| <input type="checkbox"/> Cooking classes | <input type="checkbox"/> Gardening & sustainability | <input type="checkbox"/> Art classes |
| <input type="checkbox"/> Mindfulness sessions | <input type="checkbox"/> Team sport | <input type="checkbox"/> Healthy food on-site |
| <input type="checkbox"/> Stretch breaks (videos) | <input type="checkbox"/> Flu vaccinations | |

Q25 Do you have ideas or suggestions for employee wellbeing at your workplace?

Write your answer in the box below.

--- This is the end of the survey. Thank you. ---

9.3 Appendix 3

AMPC Full report

Wellbeing Research Project



AMPC Baseline Wellbeing Report

Prepared by Corporate Wellbeing Hub
October 12, 2022

Contents

Survey Completion Statistics
Wellbeing Indicators, Supports and Interests
Diet and Nutrition
Exercise and Physical Activity
General Health Factors
Demographics

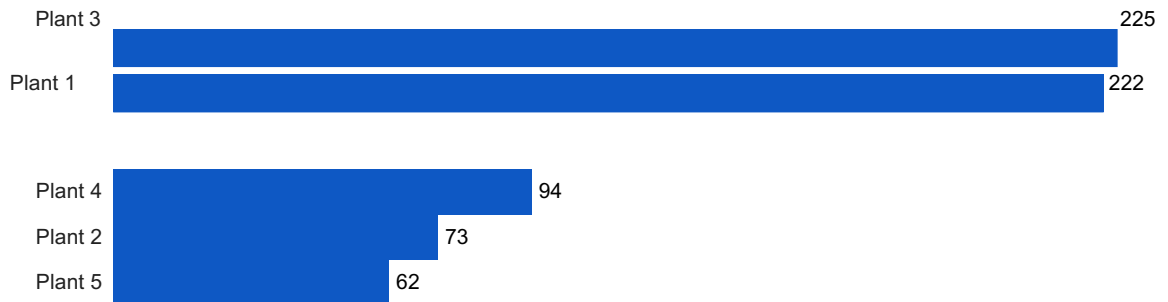
Survey Completion Statistics

Summary

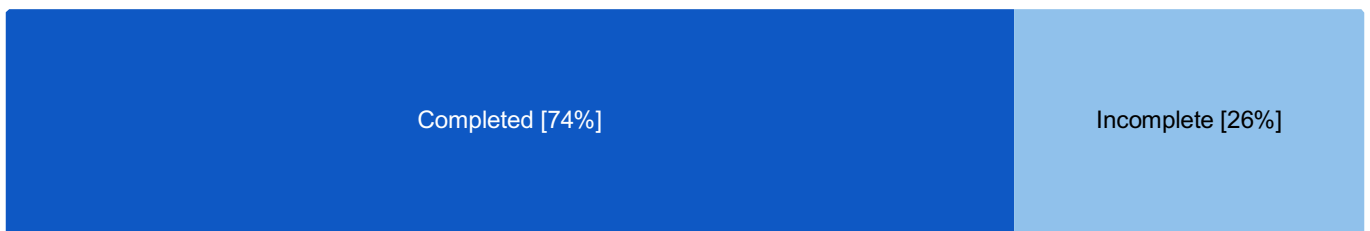
- A total of **712** employees have responded to the Baseline Wellbeing Survey.
- The most recent response was collected on **Wednesday, September 7, 2022**.

Data Analysis

Survey responses by plant



Survey completions



Wellbeing Indicators, Supports and Interests

Summary

Wellbeing Indicators

- On average employees rate their overall health & wellbeing as **7 out of 10**.
- Overall health and wellbeing ratings ranged from as low as **1 out of 10** up to **10 out of 10**.

Wellbeing Indicators provide a baseline metric with which to measure employee Wellbeing in the red meat industry. Very high ratings demonstrate areas of strengths in the workforce that can be celebrated and encouraged. Very low ratings in either physical or mental wellbeing alert employers to potential risks to employees and to the business. These should be addressed with resources and support in the short-term. These metrics may also be used to help develop Wellbeing resources within the AMPC Wellbeing research project.

In 2017-18, over half (56.4%) of Australians aged 15 years and over considered themselves to be in excellent or very good health, while 14.7% reported being in fair or poor health. This has remained constant over the last 10 years. ([National Health survey 2017](#) [National Health survey 2017](#) [National Health survey 2017](#) [National Health survey 2017](#) [National Health survey 2017](#) [National Health survey 2017](#))

Around one in eight (13.0% or 2.4 million) adults experienced high or very high levels of psychological distress, an increase from 2014-15 (11.7% or 2.1 million). ([National Health survey 2017](#))

Data Analysis

On a scale of 1 to 10, please rate the following.

(Where 1 is the worst it's ever been and 10 is the best it has ever been.)

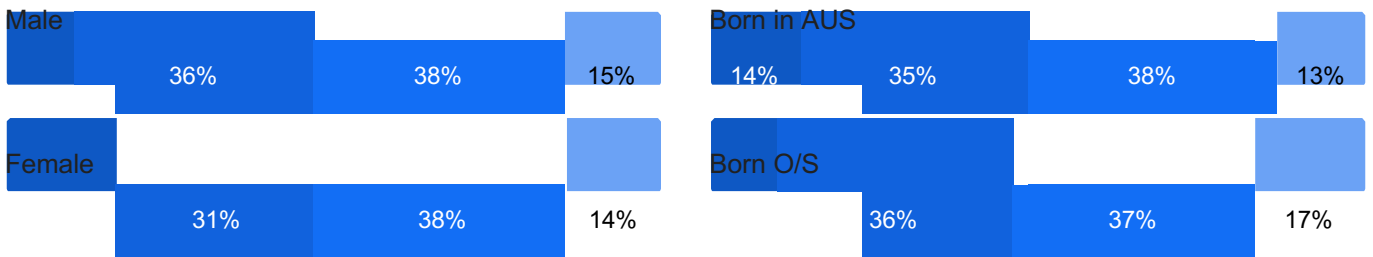
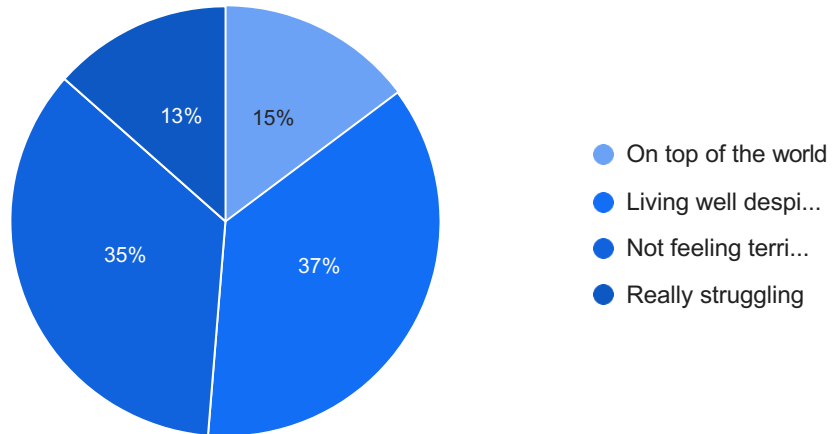
Overall health & wellbeing (Mean)

Physical wellbeing (Mean)

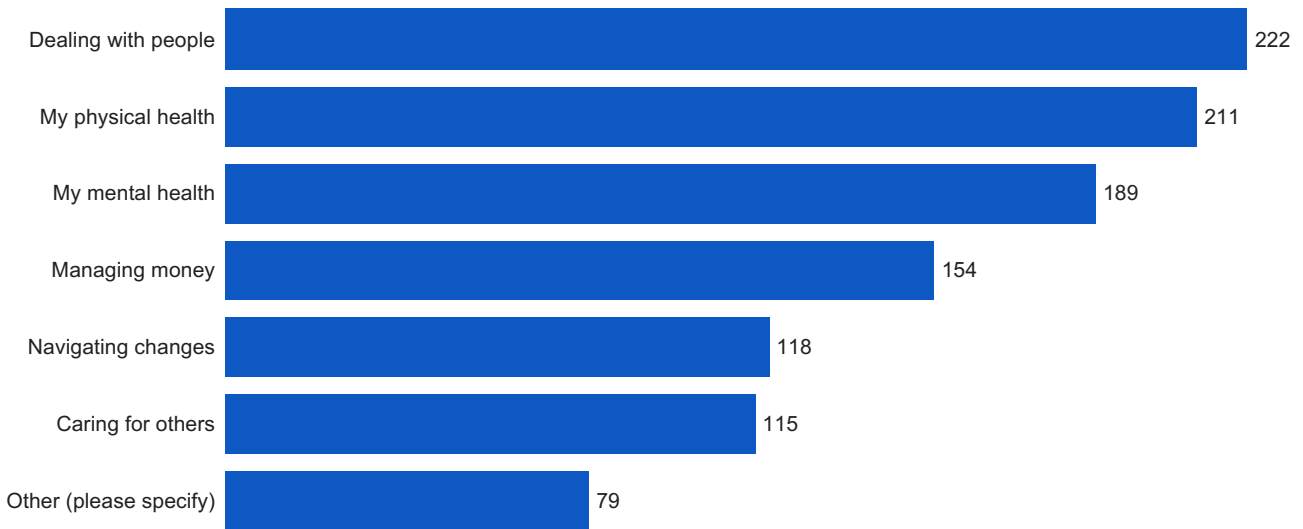
Mental wellbeing (Mean)



Taking all things together, over the past two weeks I mostly feel like I was:



My biggest cause of my struggles during the last 2 weeks has been:



62 Responses

Other

no problems

Work

Lack of sleep

Schoolwork

Covid

The fact that other levels in our enterprise agreement got bigger pay rises than other levels

Loss of loved one from cancer

No recognition. Over worked.

Long hours

Home

Driving long distance to work

Next

Dealing with work load

Management attitude

Life is good

Busy work

work level

Covid

Work Load

I don't struggle with anything

A bit of problem with my sinus

Feeling as I do more than what I pay for

Missing family

Challenges with In the work place, which are rewarding to accomplish

Short term injury

I'm not struggling

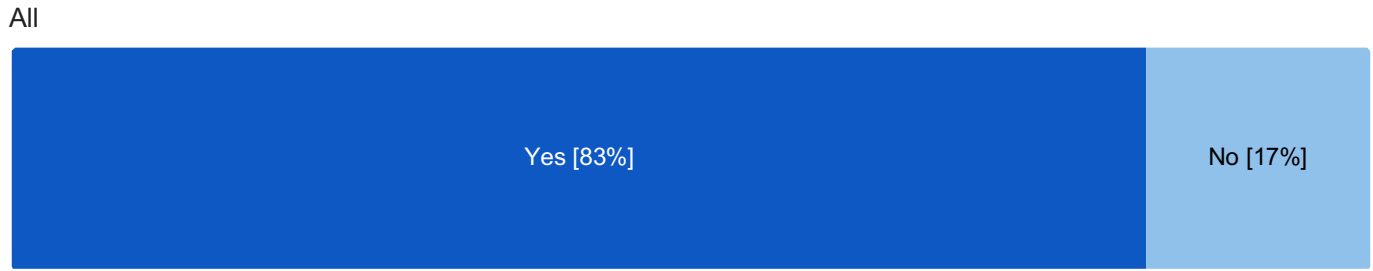
Work related

Time available

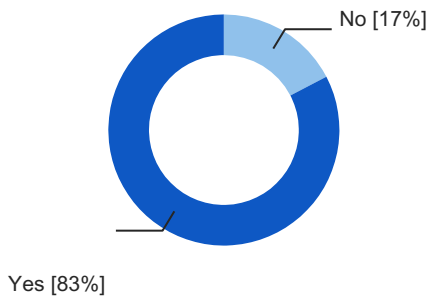
No struggles

Work load is huge

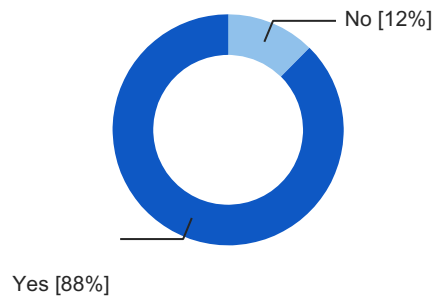
Do you have at least one person in your life you can talk with about your mental health?



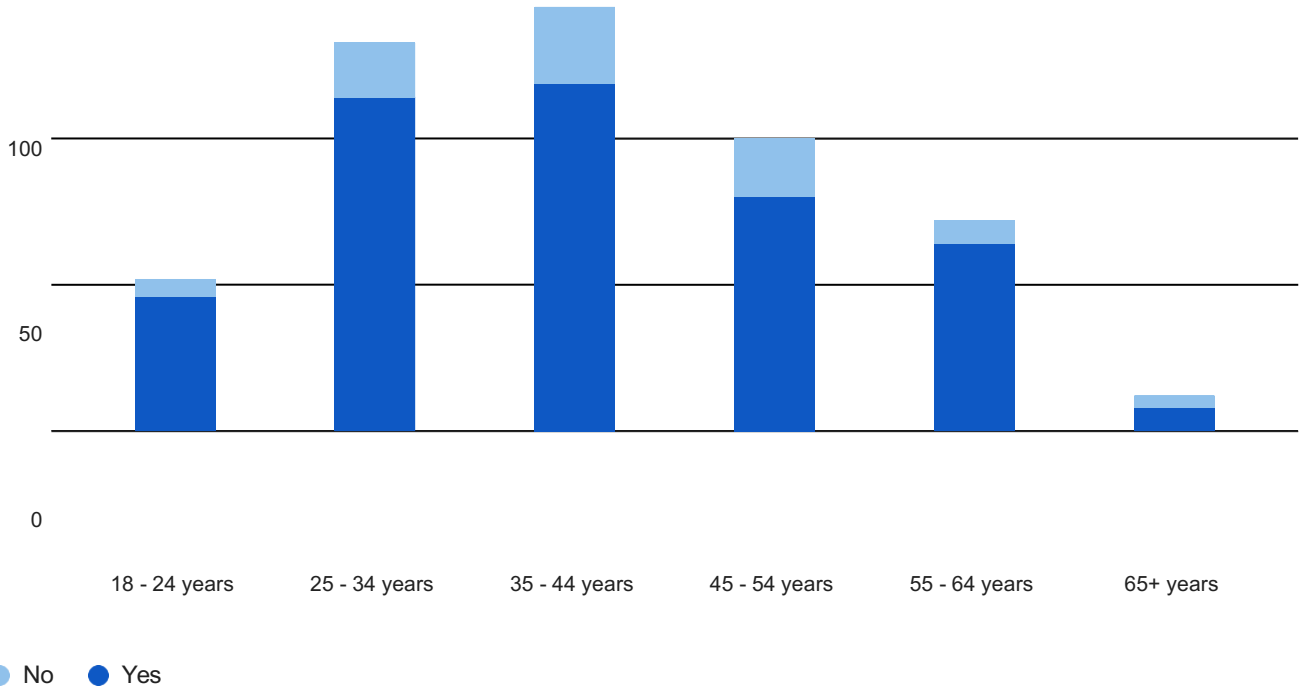
Male



Female

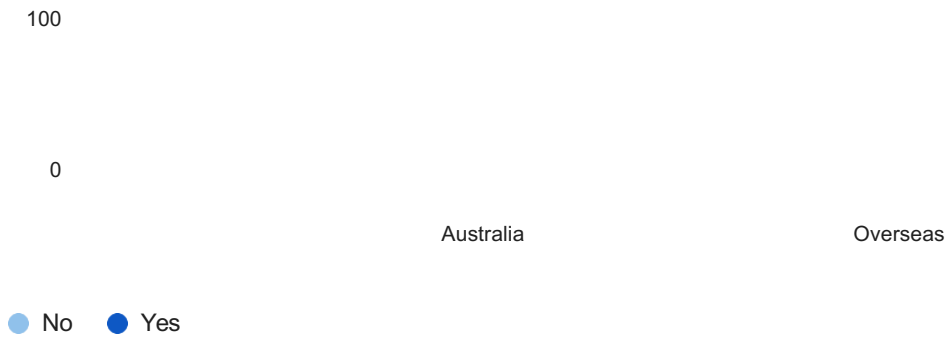


Count by Age



Count by Place of Birth

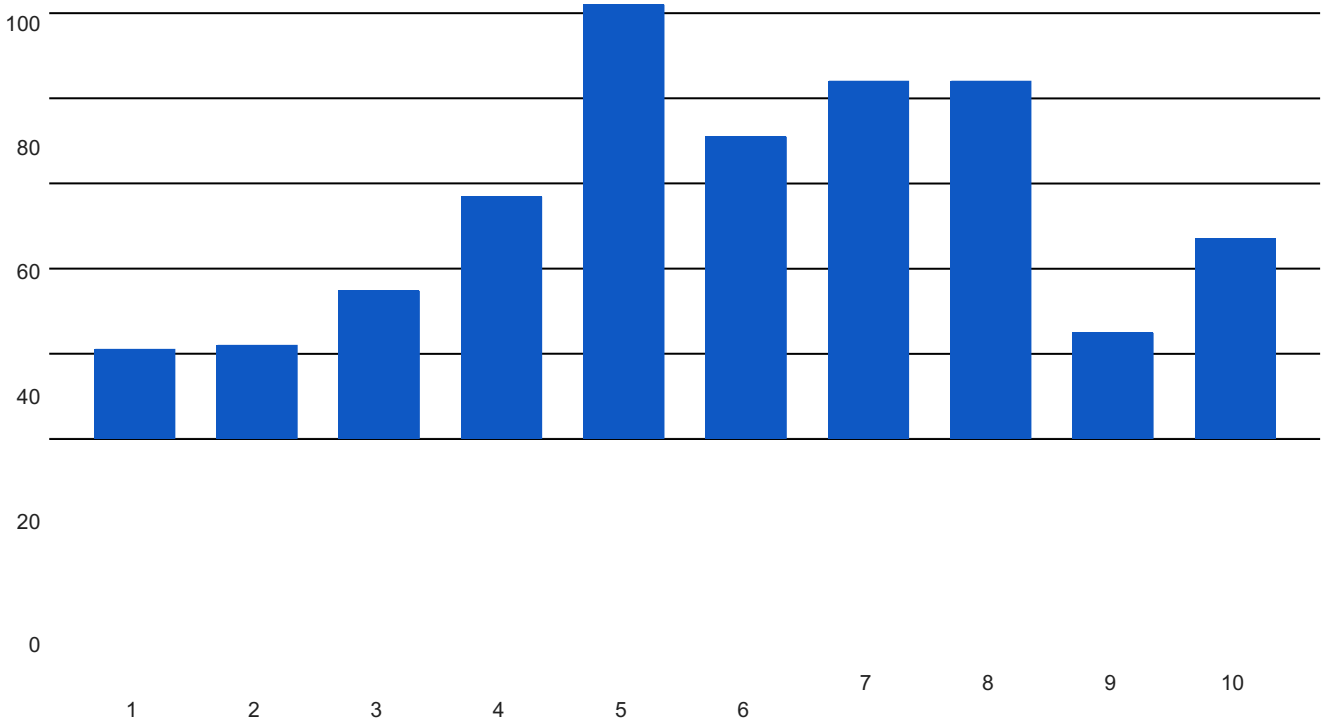




On a scale of 1 to 10, how would you rate your current financial situation?

Where 1 is the worst it's ever been and 10 is the best it has ever been.

Count all



Born in Australia (Mean)



Born Overseas (Mean)



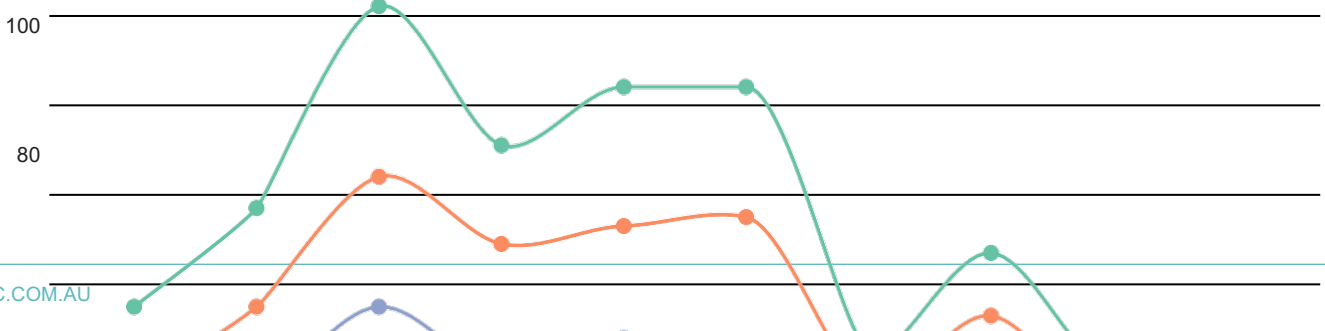
Male (Mean)

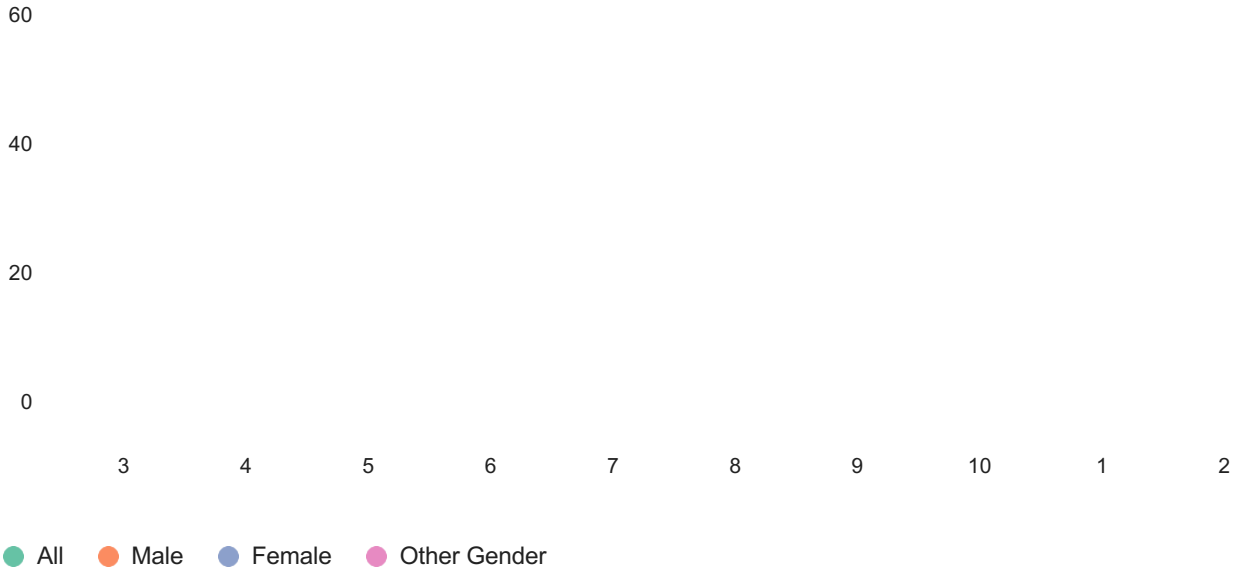


Female (Mean)

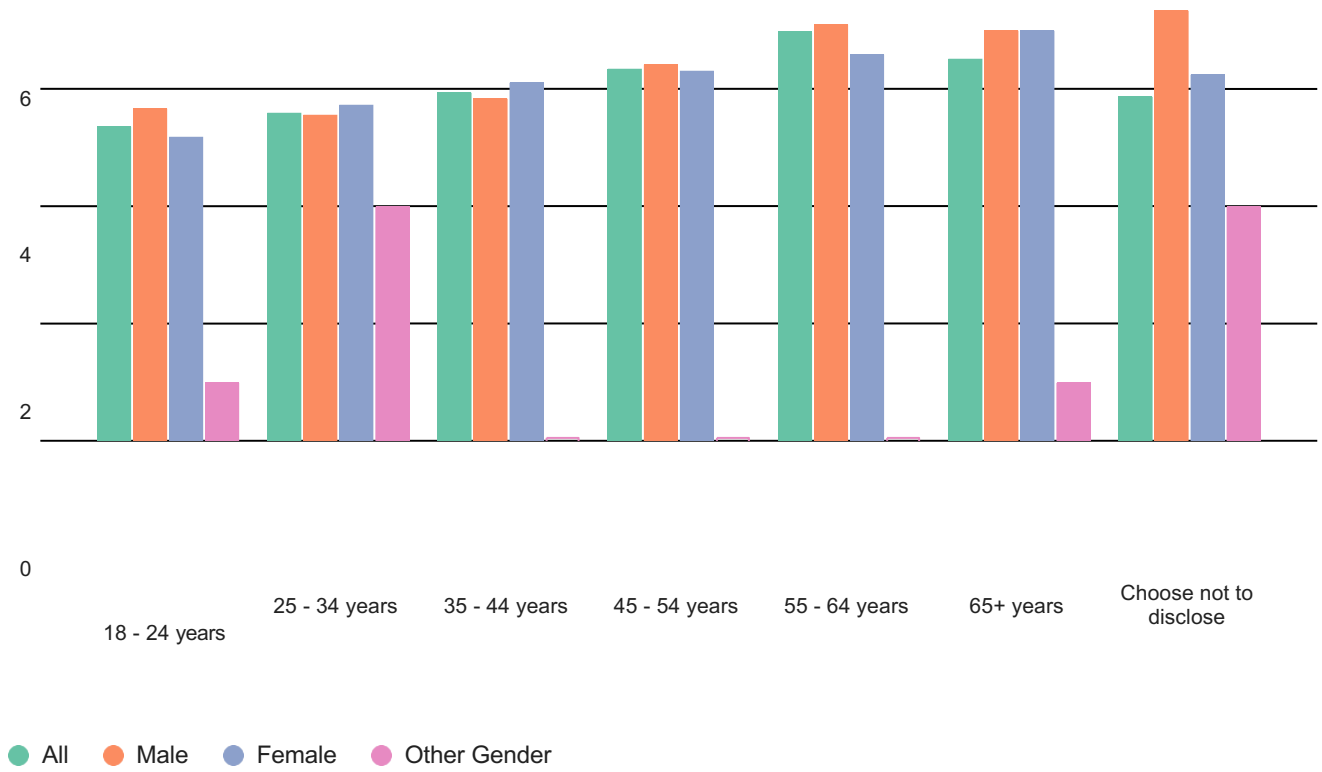


Count by gender



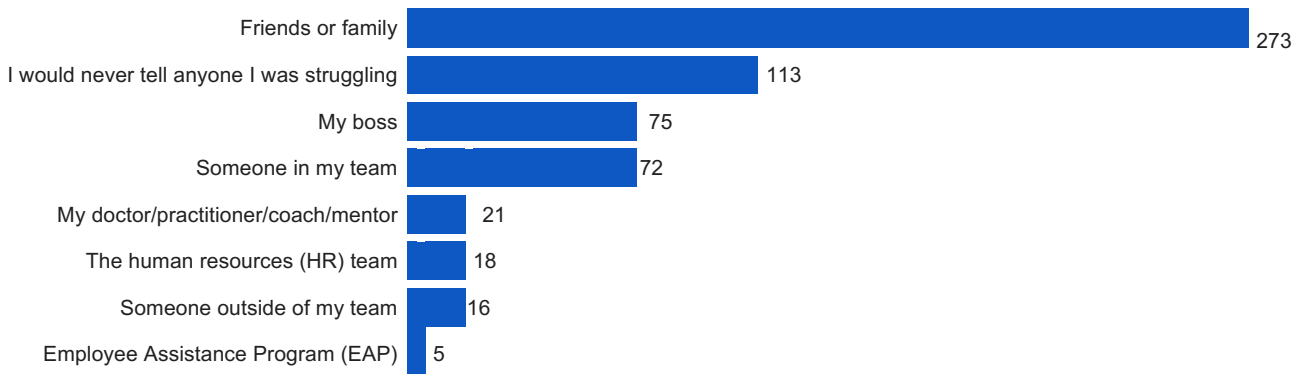


Mean by age and gender

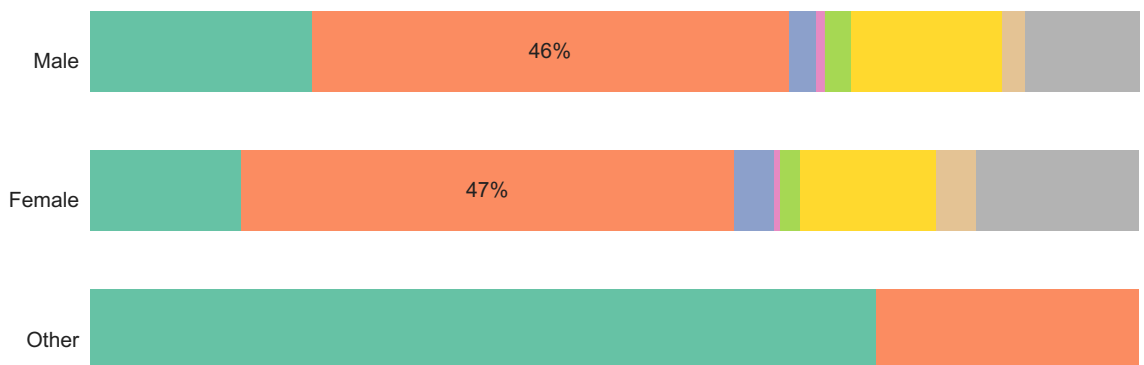


When I'm struggling to care for my wellbeing at work, the first person I reach out to is:

Count all



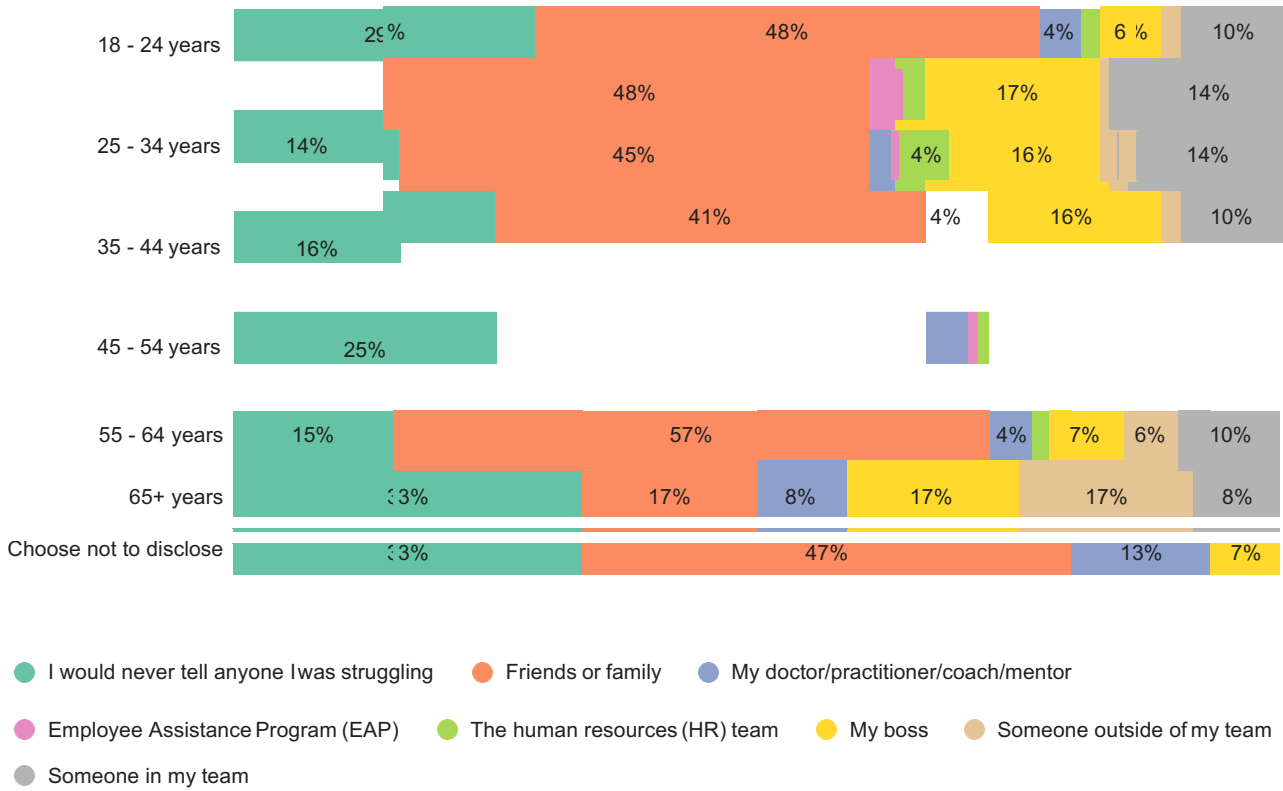
Percentage by gender



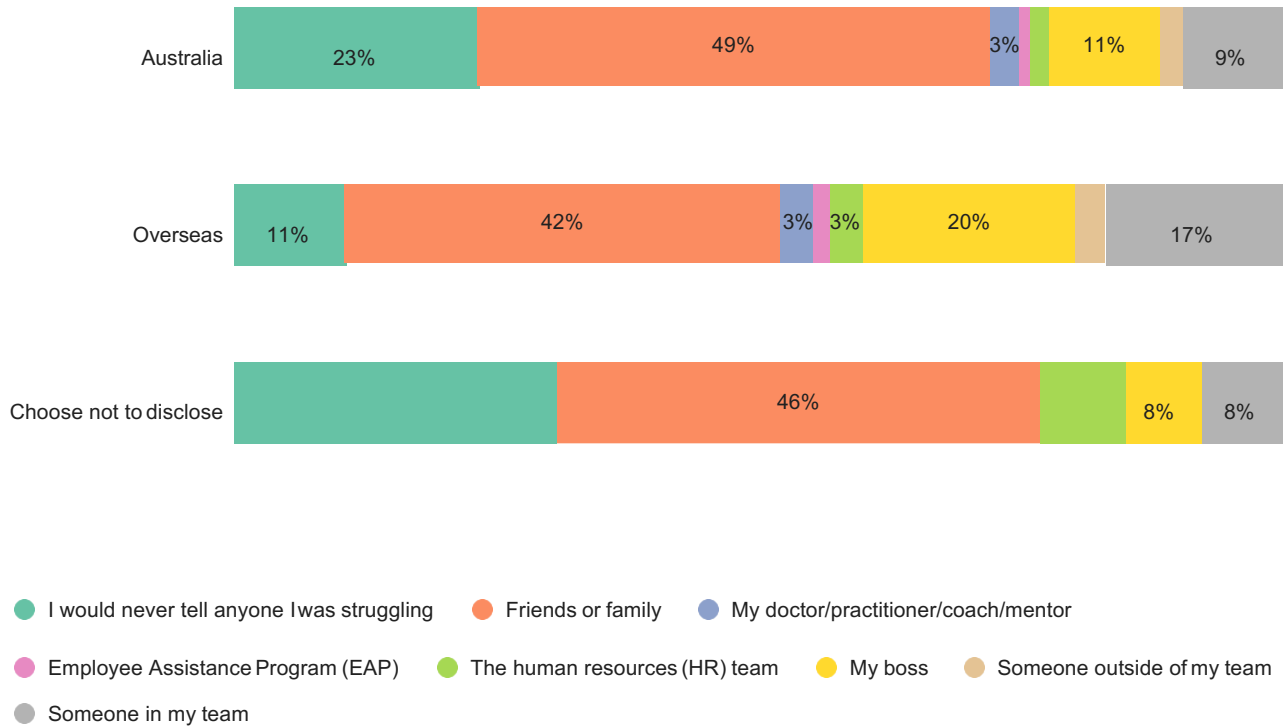


- I would never tell anyone I was struggling
- Friends or family
- My doctor/practitioner/coach/mentor
- Employee Assistance Program (EAP)
- The human resources (HR) team
- My boss
- Someone outside of my team
- Someone in my team

Percentage by age

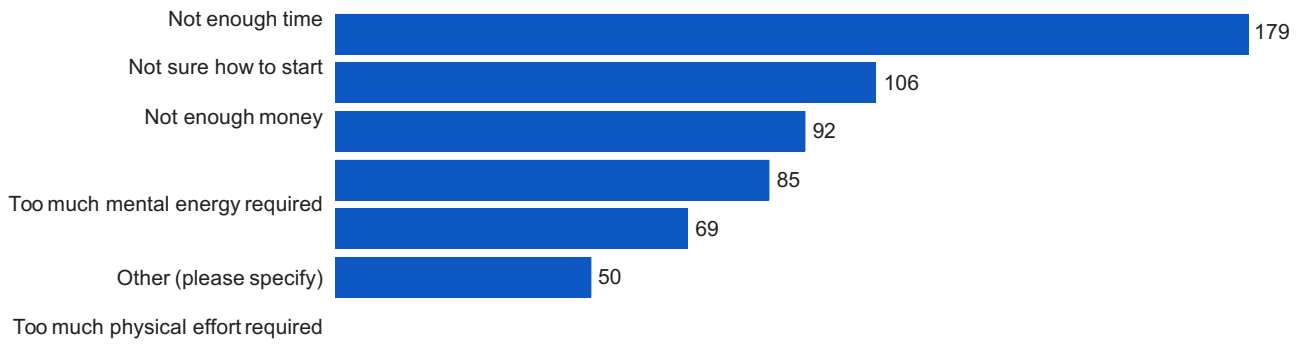


Percentage by place of birth



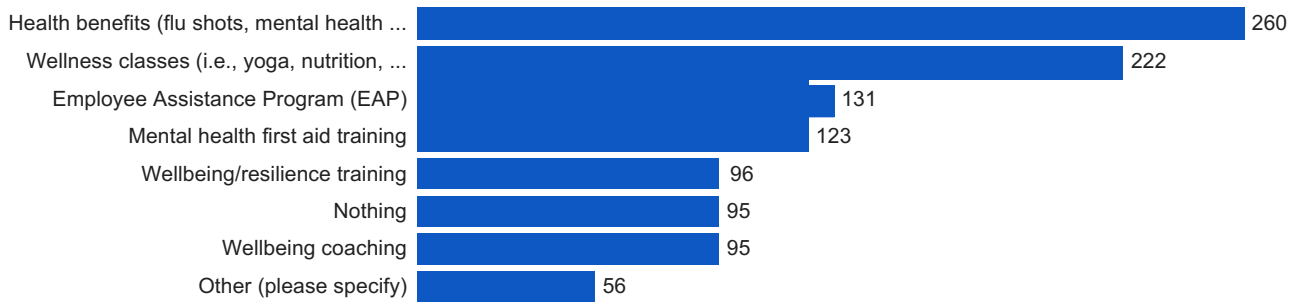
My biggest barrier to improving my wellbeing over the last 2 weeks was:

Count all



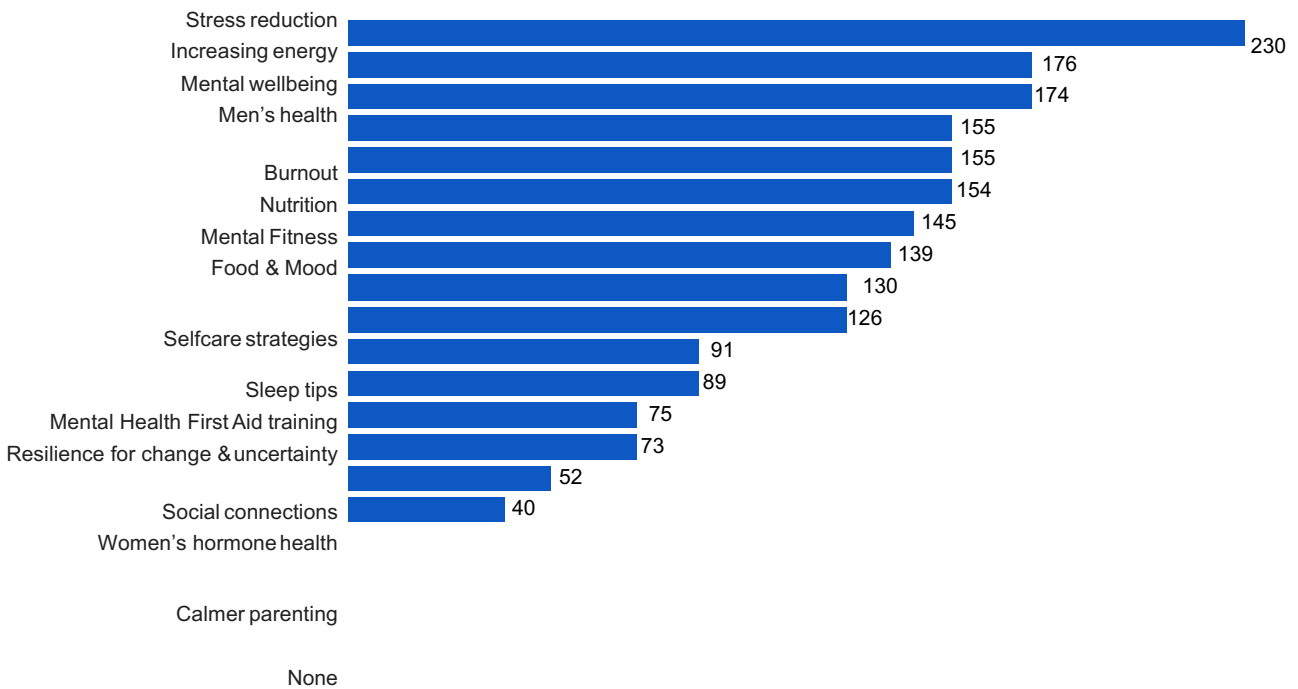
When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are:

Count all



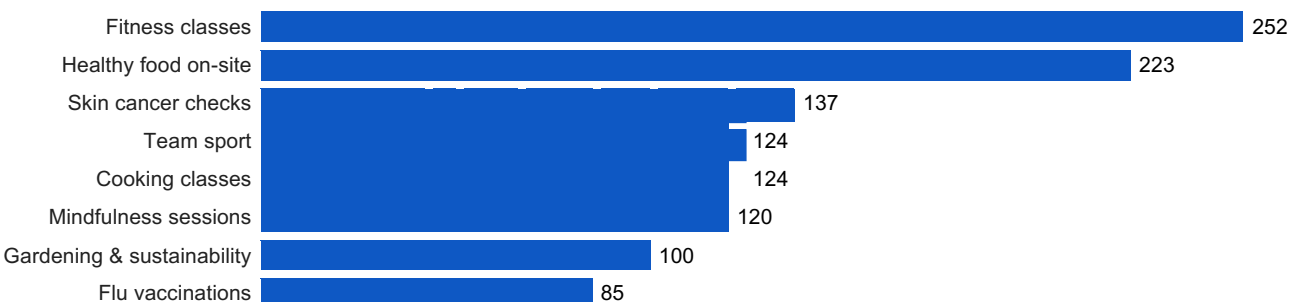
Which of the Wellbeing topics are you interested in?

Count all



Which of the following benefits would be of value to you?

Count all





Do you have ideas or suggestions for employee wellbeing at your workplace?

Responses

No

Management treating workers with respect not just treating them like shir

Nope

no

5 weeks holiday a year

Massages

Well-being may improve when some managers stop with the verbal abuse and telling you to hurry up and cutting corners to get more production

give extra money please

More flexible hours in the early morning. (For exercising)

Promoting family first mentality

Implement feedback on others within our work circles to identify employees strengths and development areas (360 degree type peer review)

Canteen on site

Fitness , team building activities

No

There should be proper team bonding programs to run smoothly day to day life . Mental strength & enhancement should be the most priority. Either sports, training & so on where it can be lots of people joining together to share idea & improvement

Eliminate those in authority who use bullying tactics and aren't team players. People in authority should be taught leadership skills that empower their employees rather than undermine them. And to lead by example.

Treat equally

no more masks. I can't breathe.

No

I think all very good

I think at work all good

I think at work all good

Cleanliness, exercise facilities and caring boss can make it different

Less office dramas

Live healthy

Group outings/ classes

Definitely a mental councillor. And time to stretch .

Push for people to take their breaks in admin departments. Discounts for affiliated programs gyms etc

More fruit

Good behavior

Compassionate bosses/supervisors

Social outing

Onsite gym and rehab

Food store on site healthy options

Team activities

No

Wages to reflect work. Wage to keep up or exceed inflation

Give everyone the same percentage pay raise money in the same award instead of giving some people more than others

Self care

Bullying course

Christmas bonus

Nil

Respect

Ratana Ying

On site gym

Onsite gym to use. Fruit supplied

Social functions outside of work

Encouragement from bosses not receiving put downs which are common

Getting paid what your worth would be a good start

Listen to workers and more respect to each other

Childcare at work

A more positive attitude from management to make employees feel valued

Shorter work hours

On site gym

More positive supervisors

Increased wage to offset the reduction in OT available

Nothing




Equity

Maybe ohs or supervisors actually ask how u are or care

Diet and Nutrition

Summary

Fruit & Vegetable Consumption

-  Employees are on average consuming **2 serves** of fruit and **2 serves** of vegetables per day.
-  Consumption of fruit ranges from **0 serves** per day up to **5 serves** per day.
-  Consumption of vegetables ranges from **0 serves** per day up to **5 serves** per day.

According to the [Australian Dietary Guidelines](#) most Australians eat only about half the recommended quantity of fruit. The minimum recommended intake of fruit for adults is at least 2 serves a day, including pregnant and breastfeeding women. It is recommended adults also eat 5–6 serves of vegetables a day, including pregnant women and more than 7 serves a day for breastfeeding women.



Water Consumption

-  Employees are on average consuming **4 glasses** of water per day.
-  Consumption ranges from **0 glass** per day up to **8 glasses** per day.

The [Australian Dietary Guidelines](#) recommend drinking plenty of water. Australian tap water is an ideal drink and is safe in most areas of the country. Australia's fluoridated tap water also helps develop strong bones and teeth. It is recommended everyone choose water instead of drinks with added sugars or alcohol. The amount of water we need varies depending on individual factors including diet, climate and levels of physical activity. Some older people and young children may benefit from drinking water regularly before they feel thirsty. [NHMRC. Nutrient Reference Values for Australia and New Zealand including recommended dietary intakes. 2006. Water.](#) recommend consumption of the following amounts of fluids (including plain water, milk and other drinks such as tea and coffee) per day:

- adult men: 2.6 L/day (roughly 10 cups);
- adult women: 2.1 L/day (roughly 8 cups);
- pregnant women aged 14-18: 1.8 L/day;
- pregnant women aged 19 to 50: 2.3 L/day;
- breastfeeding women aged 14-18: 2.3 L/day;
- breastfeeding women aged 19-50: 2.6 L/day.

Soft Drink Consumption

-  Employees are consuming on average **436 ml** of soft drink per day.
-  Consumption ranges from **0 ml** per day up to **3000 ml** per day.

The [Australian Dietary Guidelines](#) recommend limiting the intake of foods and drinks containing added sugars. Consumption of drinks with added sugars, such as soft drinks and cordials, fruit drinks, vitamin waters, energy and sports drinks can increase risk of excessive weight gain in both children and adults. Soft drinks may also increase the risk of dental cavities and may have a negative impact on the strength of our bones.

Alcohol Consumption

- Employees are on average consuming **5** alcoholic drinks per week.
- Consumption ranges from **0** alcoholic drinks per day up to **41** alcoholic drinks per week.

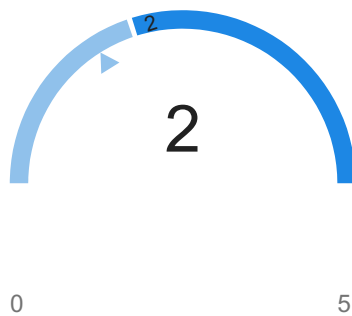
The [Australian Dietary Guidelines](#) recommend limiting the intake of alcohol. For women who are pregnant, planning a pregnancy or breastfeeding, not drinking alcohol is the safest option. Alcoholic drinks such as beer, wines, spirits and fortified wines increase the kilojoule content of the diet. Sugar-sweetened alcoholic drinks add a further risk for excessive weight gain. According to [NHMRC Australian guidelines to reduce health risks from drinking alcohol \(2009\)](#), to reduce the risk of harm from alcohol-related disease or injury, healthy adults should drink no more than 10 standard drinks a week and no more than 4 standard drinks on any one day. The less you drink, the lower your risk of harm from alcohol.

Data Analysis

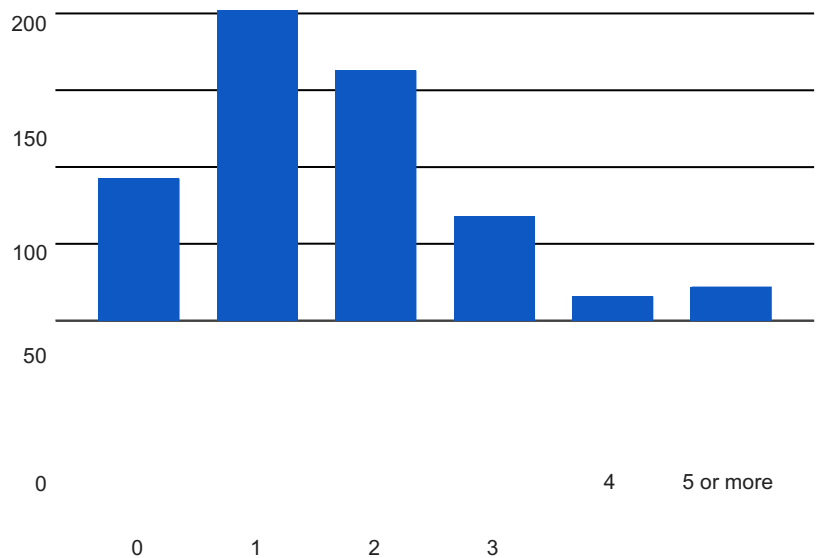
How many serves of fruit do you eat per day?

(1 serve = 1 piece/1 cup)

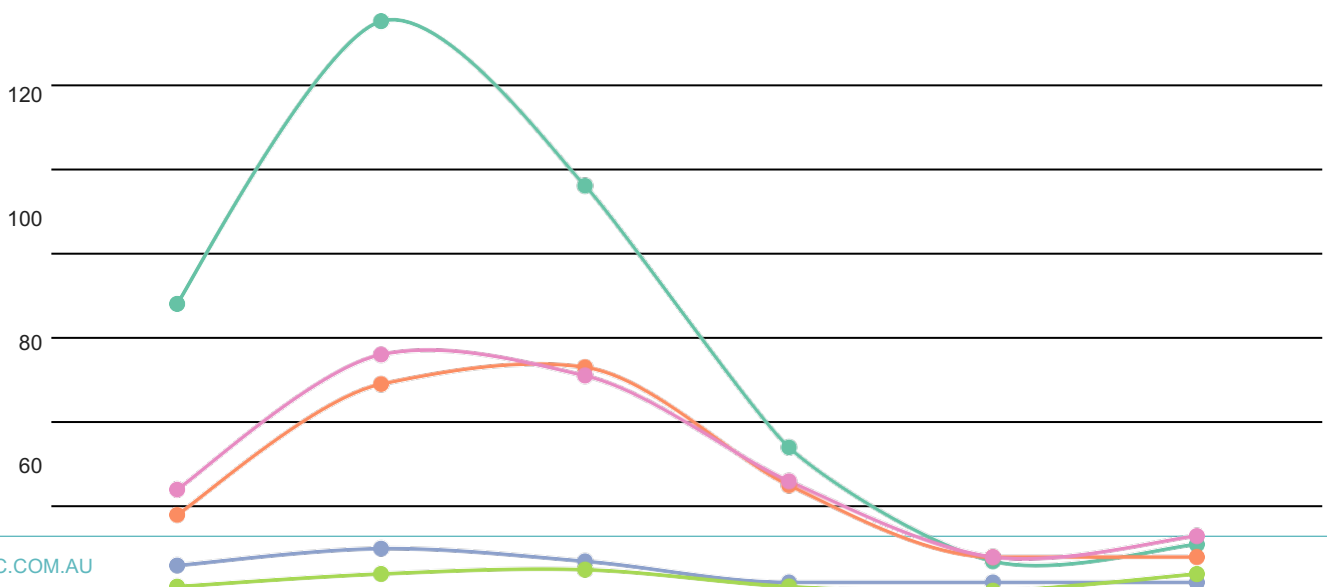
Mean All

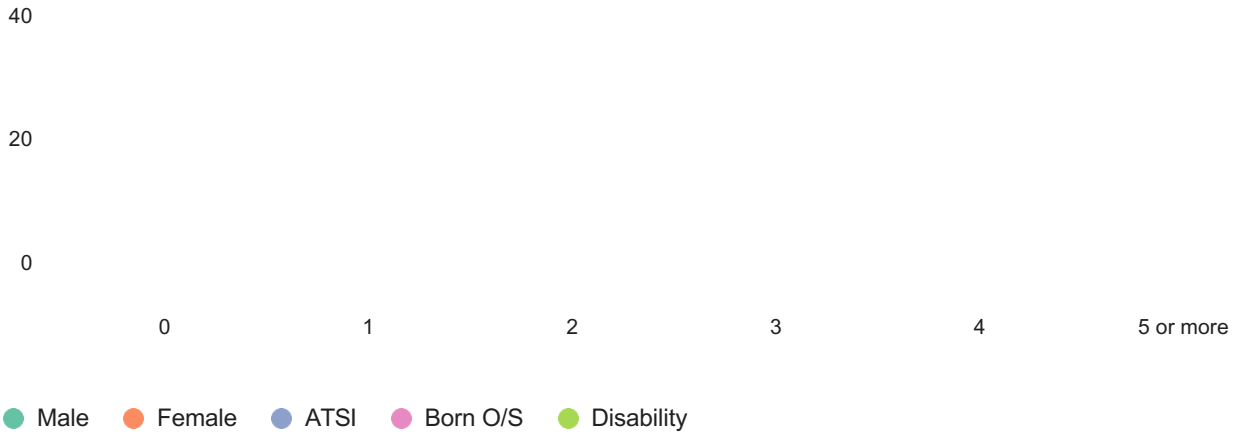


Count All

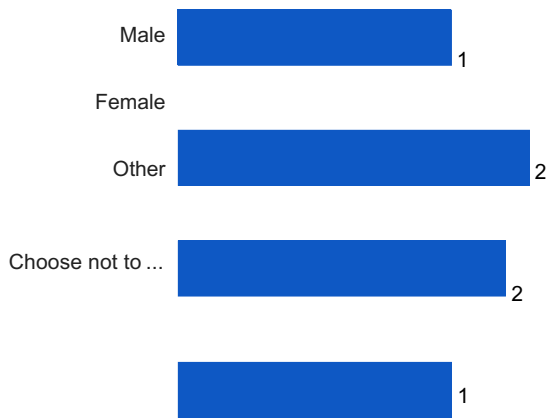


Count by demographic group

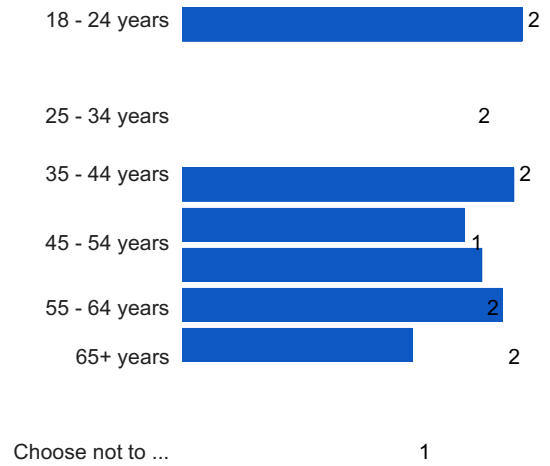




Mean by Gender



Mean by Age



Mean by Role



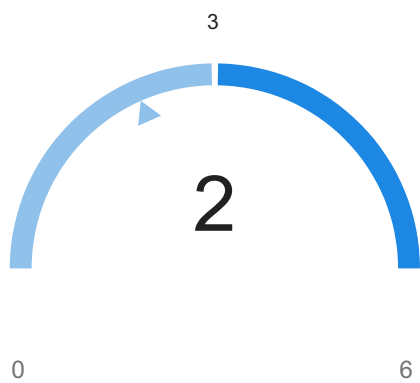
Mean by Shift Type



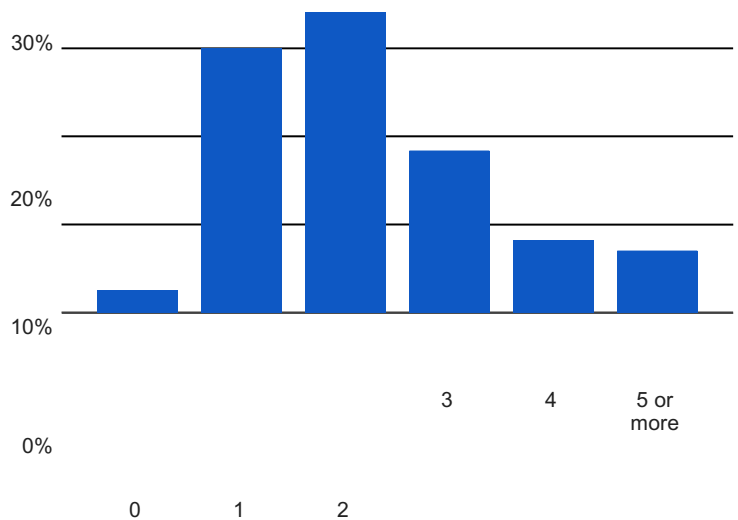
How many serves of vegetables do you eat per day?

(1 serve = 1/2 cup or 1 cup salad)

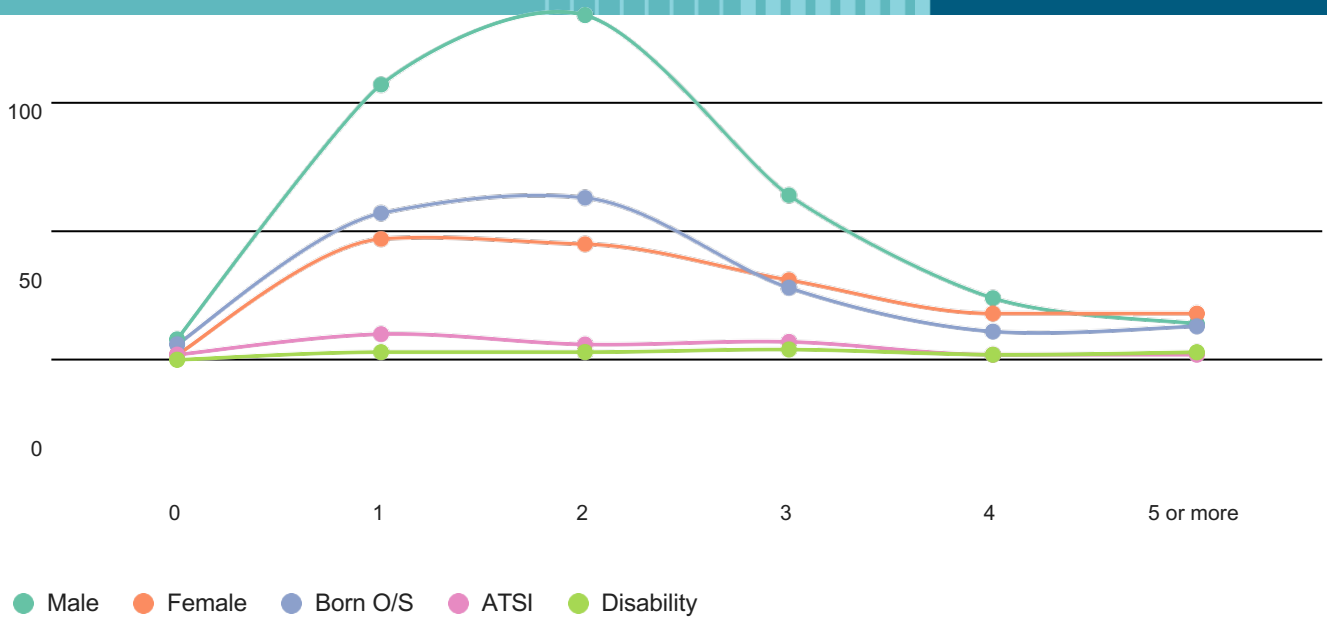
Mean All

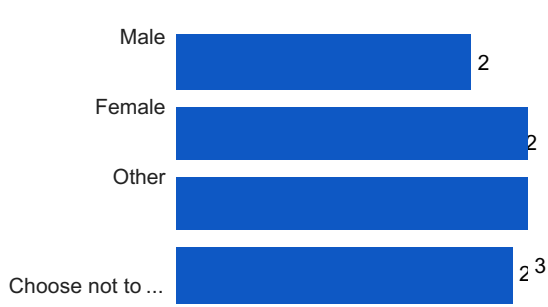


Percentage All



Count by demographic group





Mean by Role

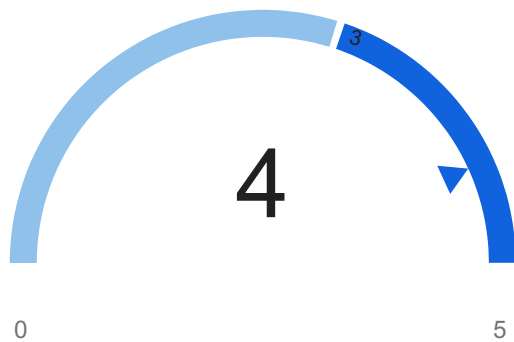


Mean by Shift Type

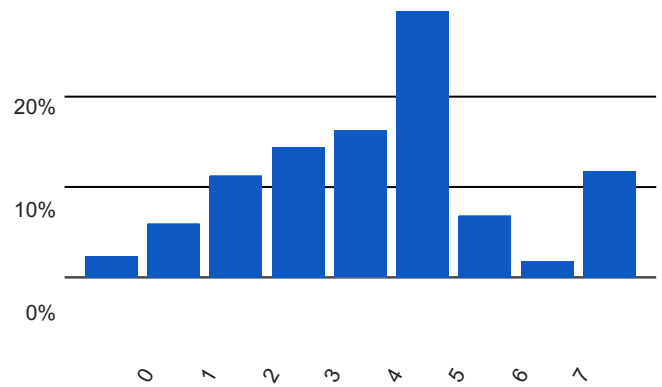


How many glasses of water do you drink per day?

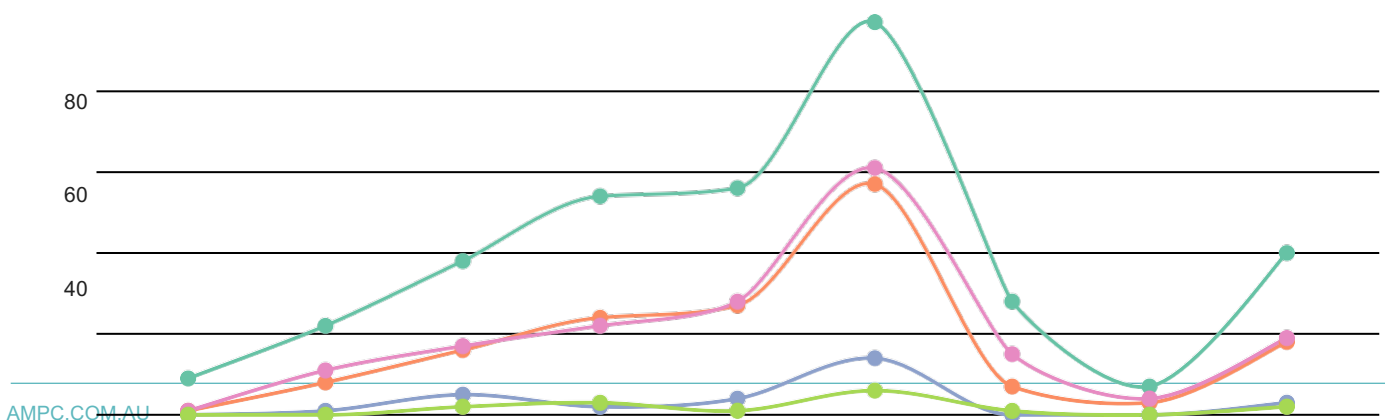
Mean All



Percentage All



Count by demographic group

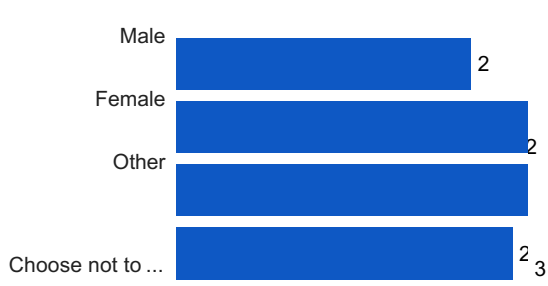


20

0

0 1 2 3 4 5 6 7 8 or more

● Male ● Female ● ATSI ● Born O/S ● Disability



Mean by Role

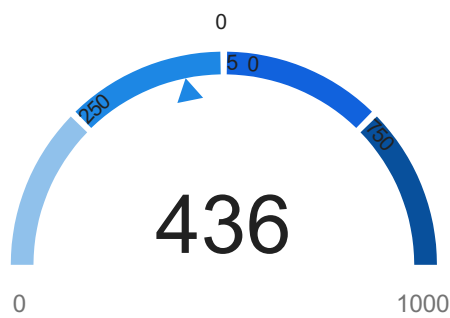


Mean by Shift Type



How many millilitres (mls) of soft drink/sugary drinks do you drink per day?

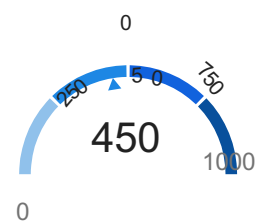
All



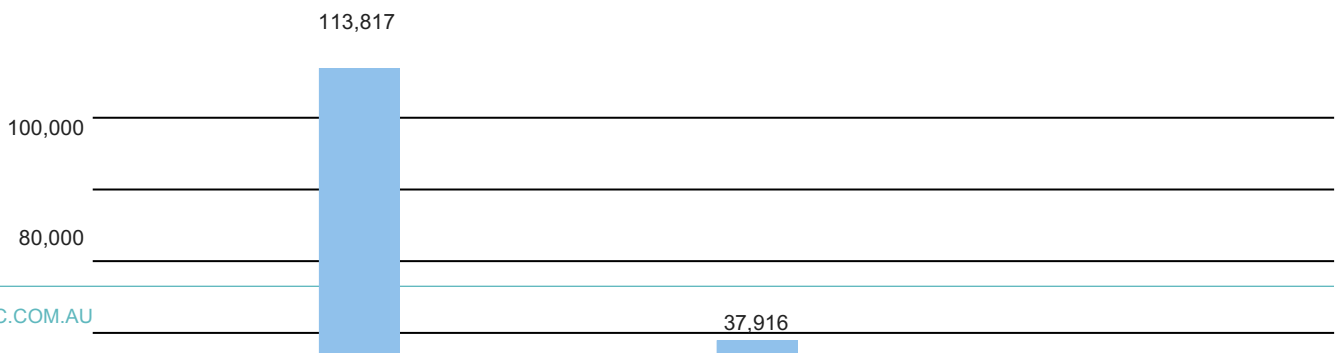
Female

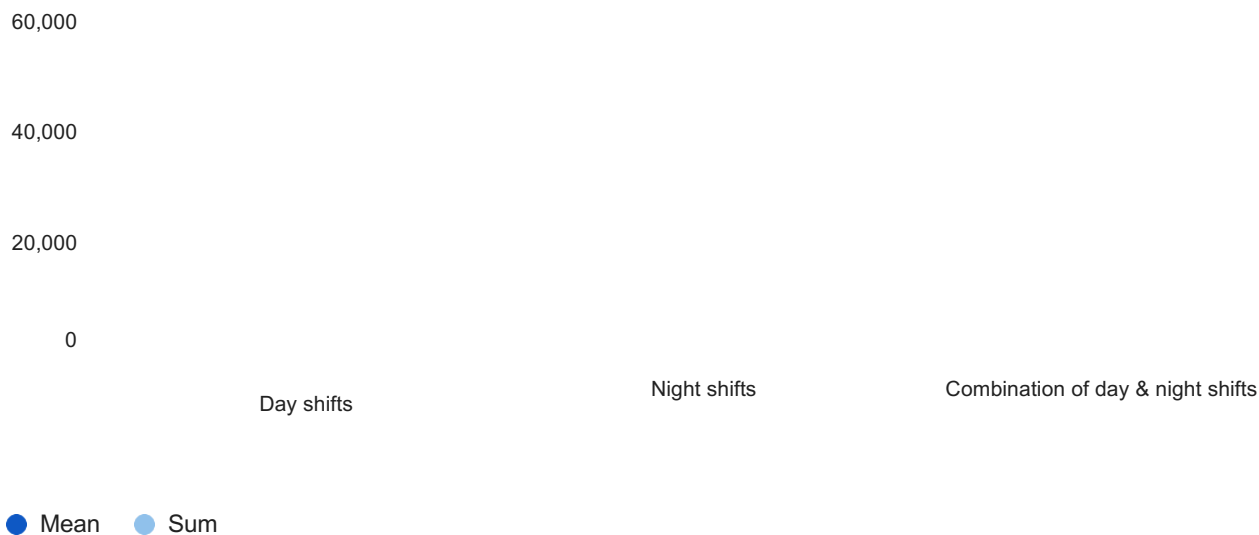


Male



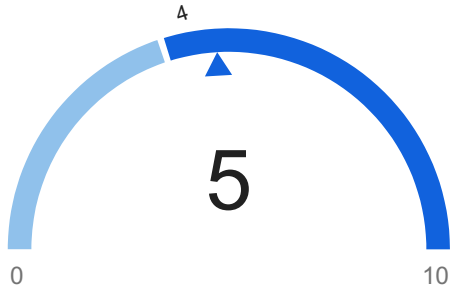
Consumption by shift type



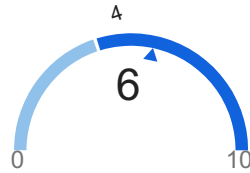


How many alcoholic drinks do you consume per day?

Mean All



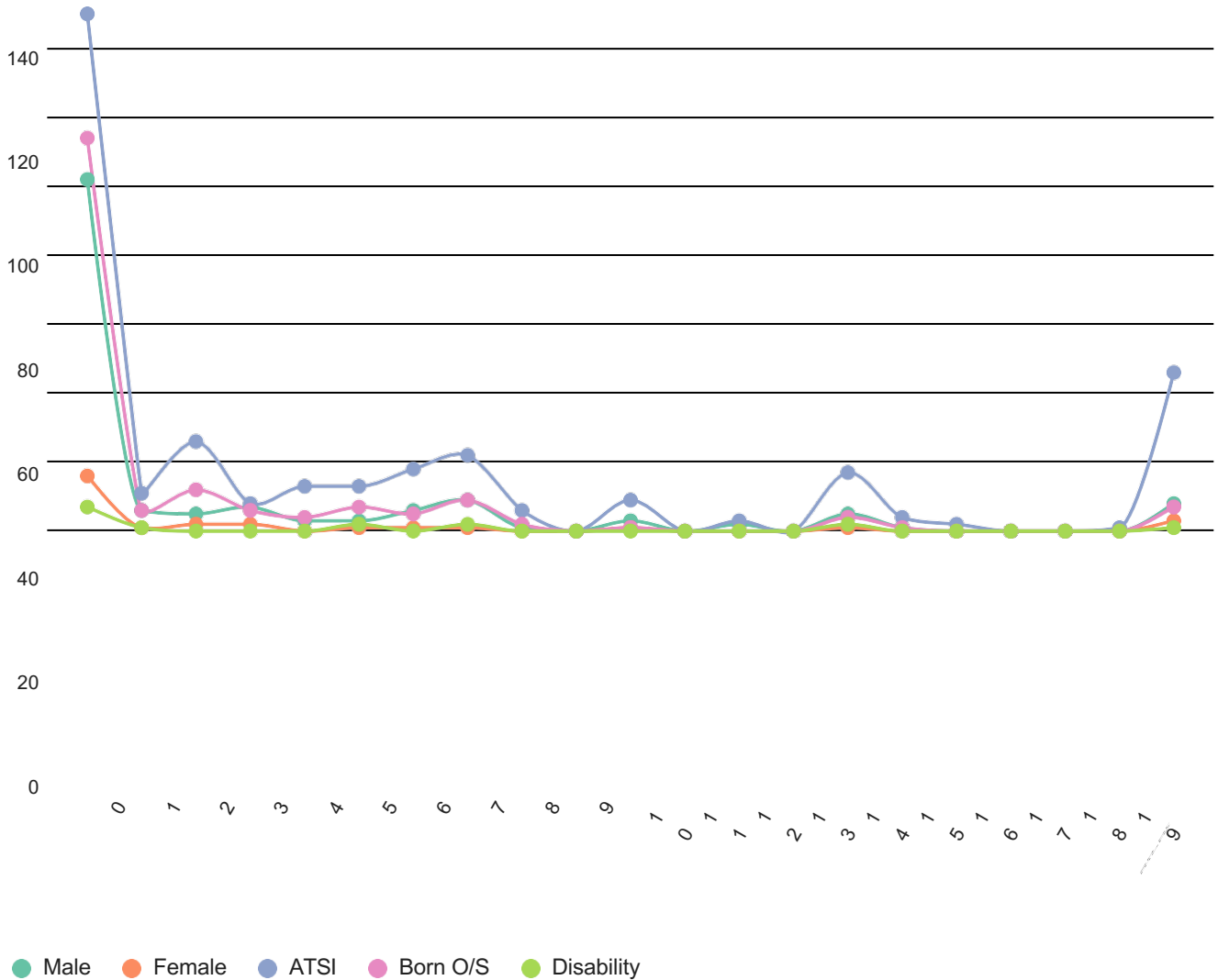
Mean Male



Mean Female



Count by demographic group



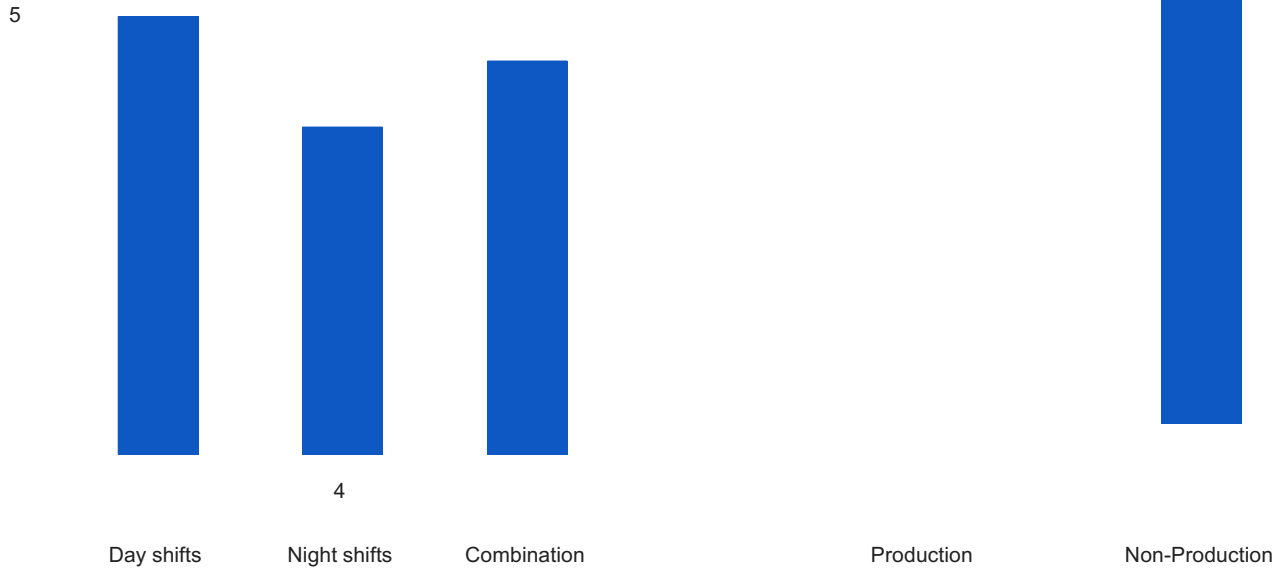
Mean by shift type

5

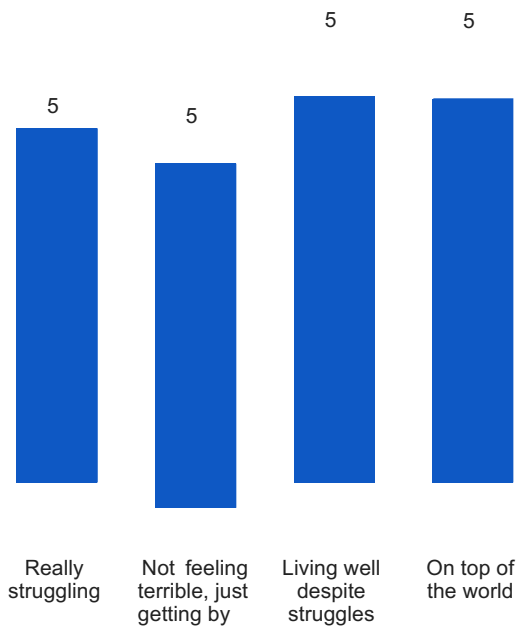
Mean by role type

5

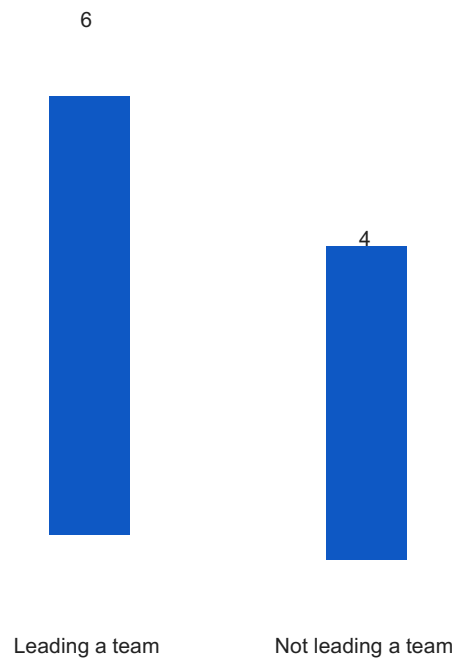
5



Mean be past 2 weeks situation ratings



Mean by role responsibilities



Physical Activity and Exercise

Summary


Cardiovascular Exercise

-  Employees are undertaking an average of **36 minutes** of cardiovascular exercise each week.
-  This ranges from a minimum of **0** minutes per week up to **180** minutes per week.

According to [Australian Physical Activity and Exercise Guidelines](#) adults aged 18 to 64 years should be active most days, preferably every day. Each week, adults should do either:

- 2.5 to 5 hours of moderate intensity physical activity – such as a brisk walk, golf, mowing the lawn or swimming
- 1.25 to 2.5 hours of vigorous intensity physical activity – such as jogging, aerobics, fast cycling, soccer or netball
- an equivalent combination of moderate and vigorous activities.

Strength Exercise

-  Employees are undertaking an average of **3 muscle strengthening sessions** each week.

The [Australian Physical Activity and Exercise Guidelines](#) recommend adults should also include muscle-strengthening activities as part of daily physical activity on at least 2 days each week. This can be:

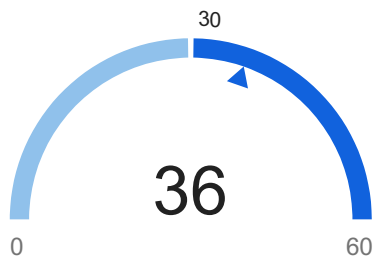
- push-ups
- pull-ups
- squats or lunges
- lifting weights
- household tasks that involve lifting, carrying or digging.

Data Analysis

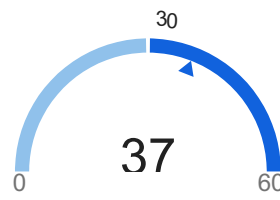
Outside of work, how many minutes of cardiovascular exercise do you do per day?

(e.g. run, brisk walk, ride, swim, aerobics, mowing lawn, sports)

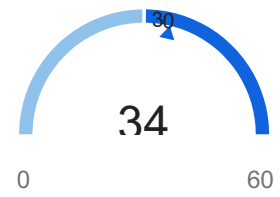
Mean All



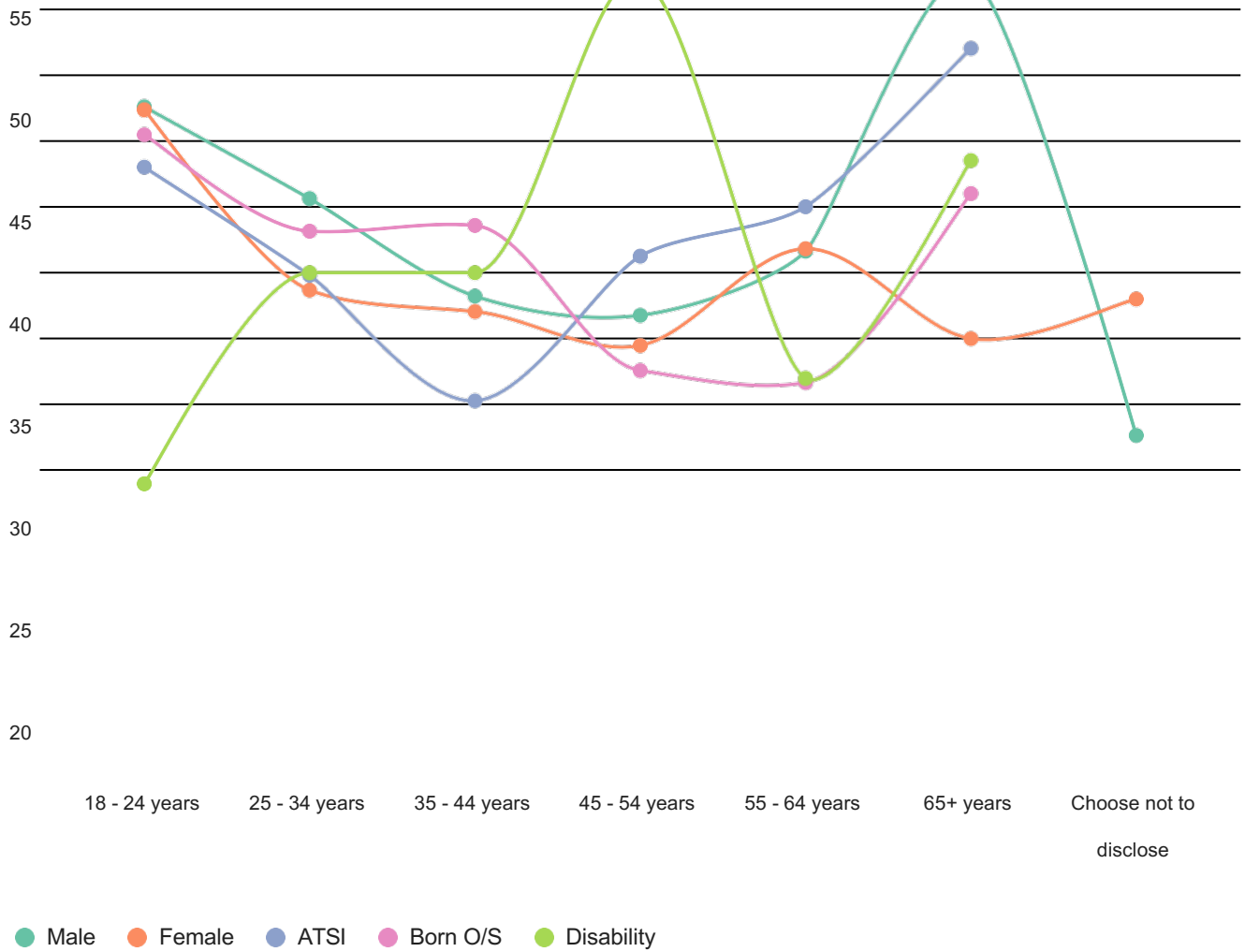
Mean Male



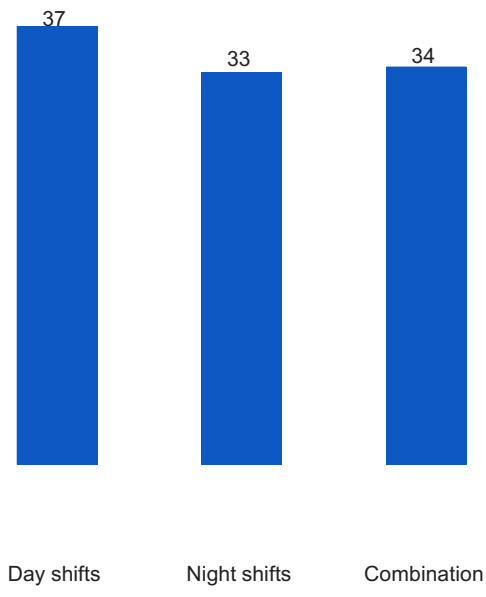
Mean Female



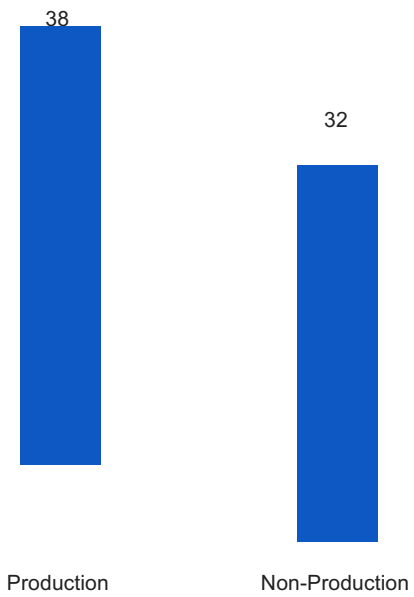
Mean by age and demographic group



Mean by shift type

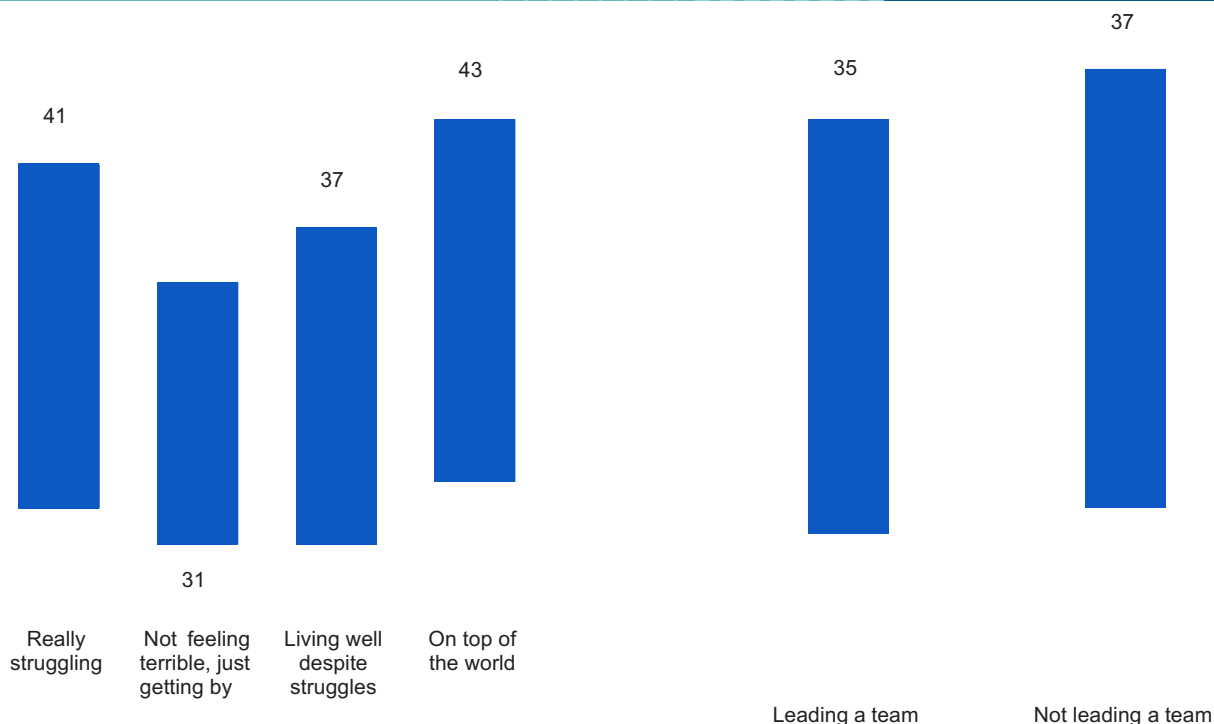


Mean by role type



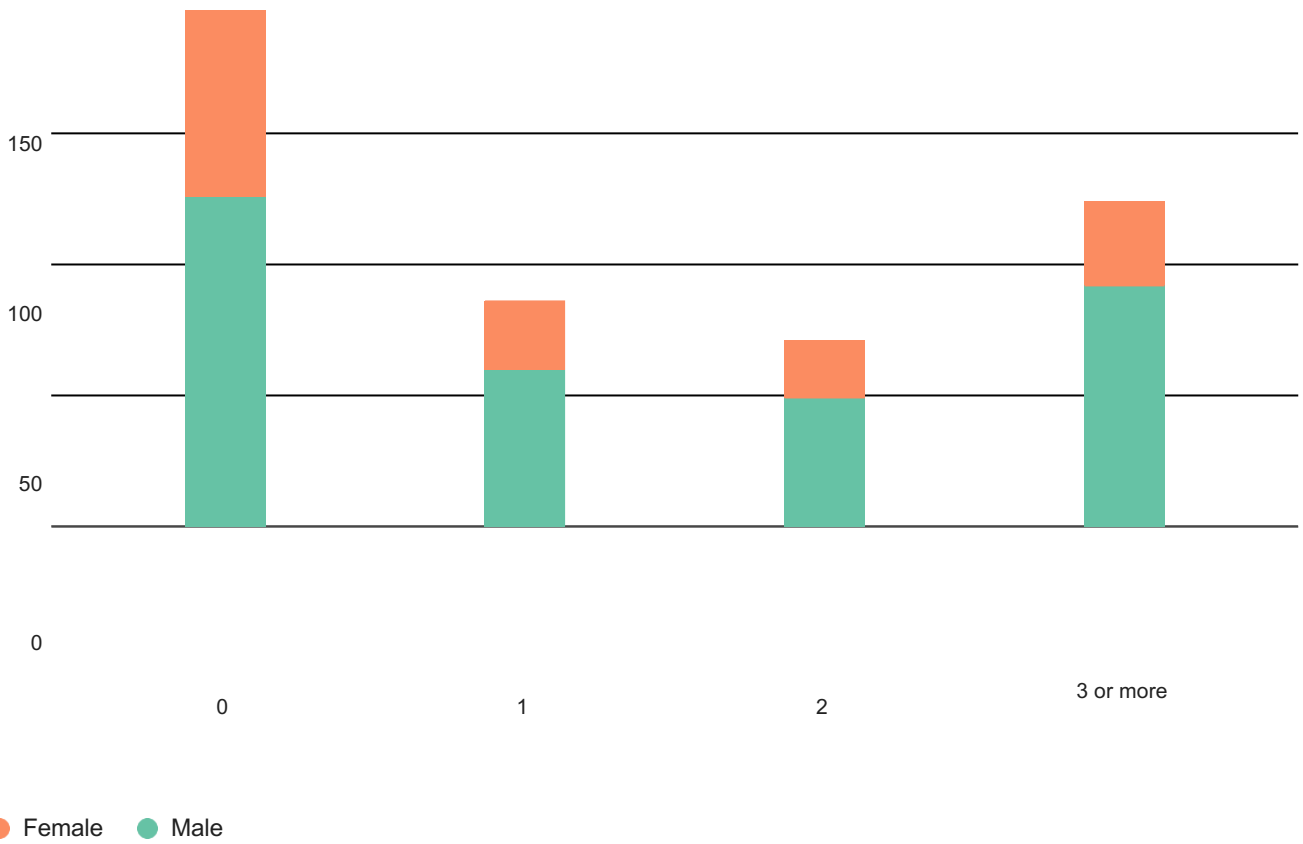
Mean by past 2 weeks situation ratings

Mean by role responsibilities

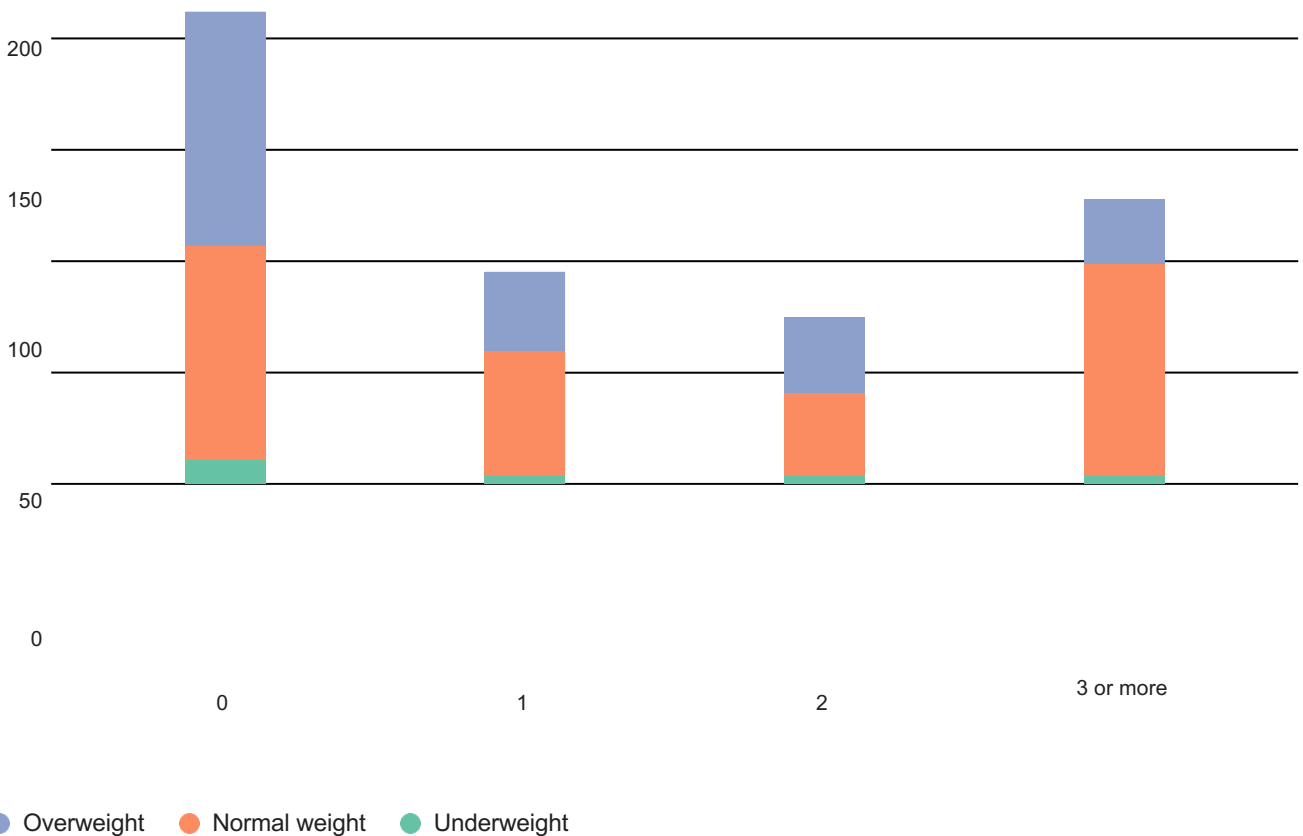


Outside of work, how many strength/toning activities do you do per week?
 (e.g. push-ups, pull-ups, squats or lunges, weights, lifting, carrying or digging)

By gender






By weight



General Health Factors

Summary




Smoking

-  Smokers on average rate their overall health and wellbeing as **7 out of 10**.
-  Smokers on average rate their physical wellbeing as **7 out of 10**.
-  Smokers on average rate their mental wellbeing as **7 out of 10**.

Health effects of smoking include reduced life expectancy and quality of life. An increased risk of many conditions and diseases as well as of dying prematurely.

Young people aged 18-24 are more likely to have never smoked than a decade ago (75% compared to 64%)([National Health Survey 2017](#))



□ Weight

-  Employees who described themselves as **overweight** on average rated their overall health and wellbeing as **6 out of 10**.
-  Employees who described themselves as **overweight** on average rated their physical wellbeing as **6 out of 10**.
-  Employees who described themselves as **overweight** on average rated their mental wellbeing as **6 out of 10**.

Overweight and obesity can have major impacts on a person's life. While it can lead to preventable chronic diseases like heart disease, type 2 diabetes and some forms of cancer, it can also impact mental health, as well as social and economic opportunities. Overweight and obesity affects many Australians, starting in the early years and increasing with age. The biggest increases in excess weight gain are from childhood to early adulthood. ([National Obesity Strategy 2022-2032](#))


67% of Australian adults were overweight or obese. ([National Health Survey 2017](#))

Sleep

-  Employees on average report getting **6 hours** of sleep each night.
-  The amount of sleep each night ranges from as low as **0 hours** up to as much as **10 hours**.

Adequate sleep is vital for your health, but can be hard to achieve when life is busy. Sleeping problems are common, with up to 4 in 10 Australian adults not getting enough good-quality sleep. ([Health Direct](#))

□ Dental Check-ups

-  Employees who had a dental check-up within the last year rated their overall health and wellbeing on average as **7 out of 10**.

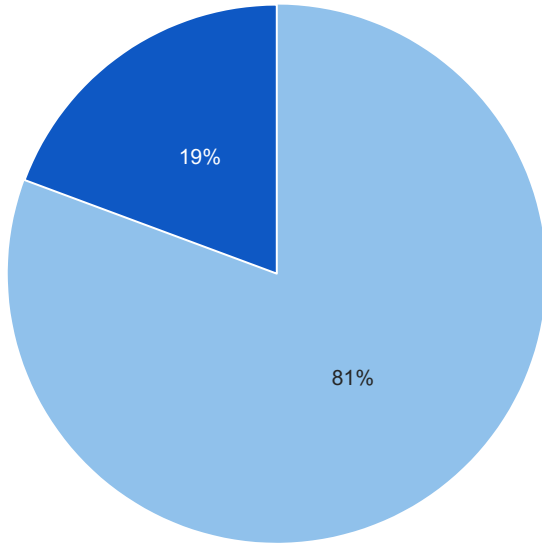
Good oral health is fundamental to overall health and wellbeing (COAG 2015). Without it, a person's general quality of life and the ability to eat, speak and socialise is compromised resulting in pain, discomfort and embarrassment.

According to the Patient Experience Survey 2020–21 (ABS 2021) people aged 15 and over, nearly half (48%) visited a dental professional in the last 12 months.

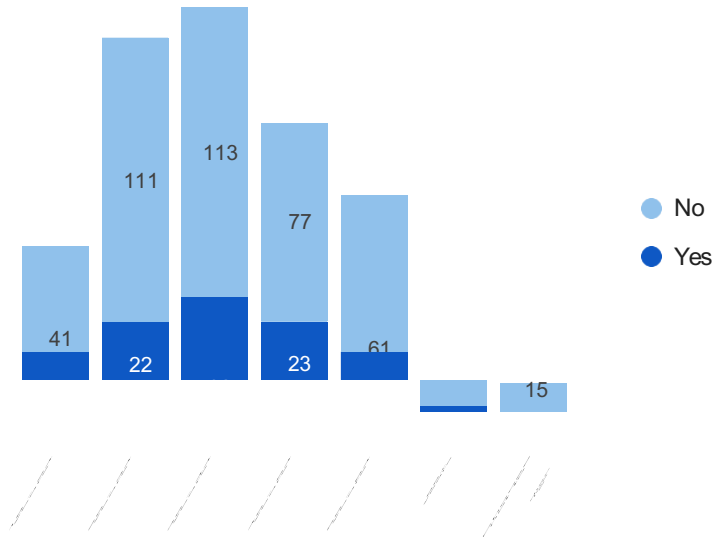
Data Analysis

Do you smoke?

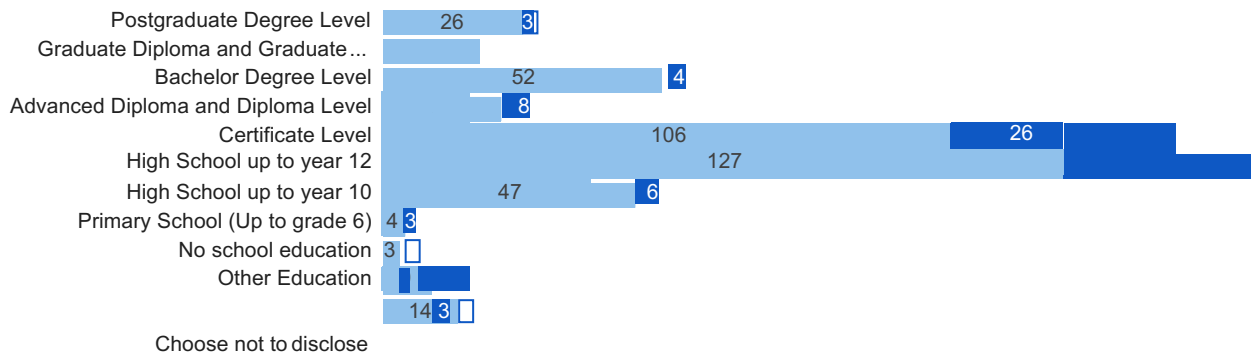
Percentage All



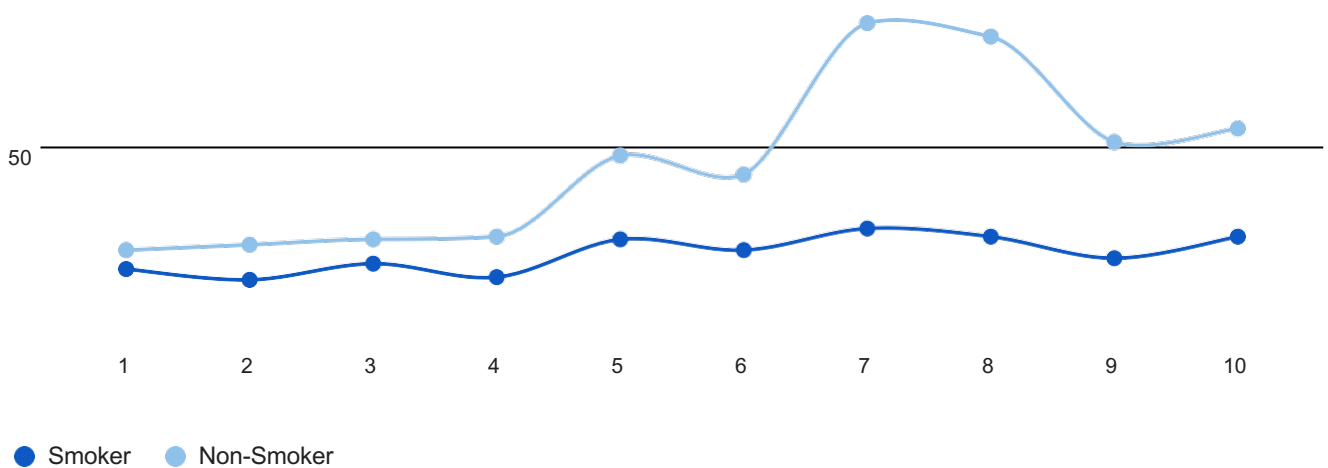
Count by Age



Count by Education Level



Overall wellbeing rating for smokers vs non-smokers

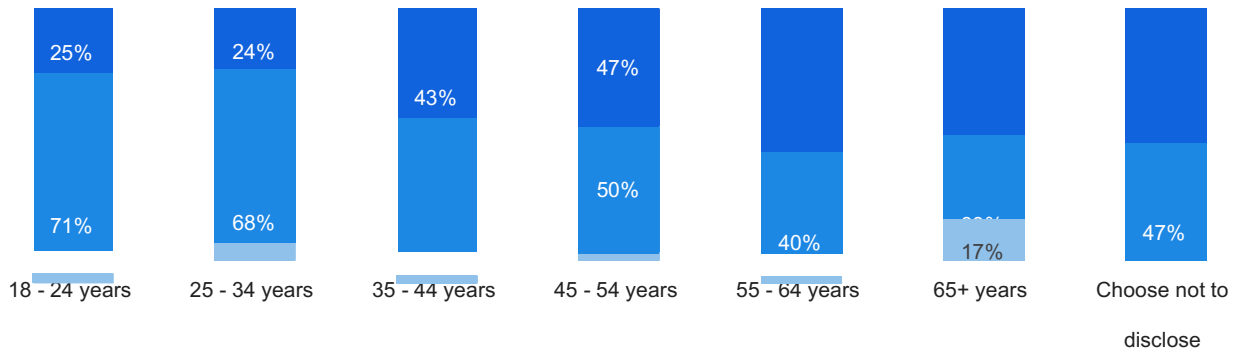


Would you describe yourself as underweight, normal weight or overweight?

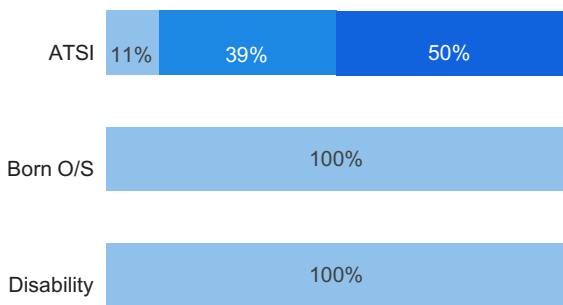
Percentage All



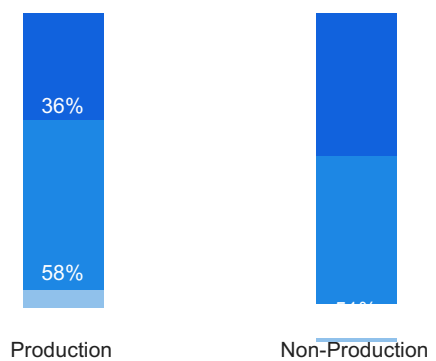
Percentage by Age



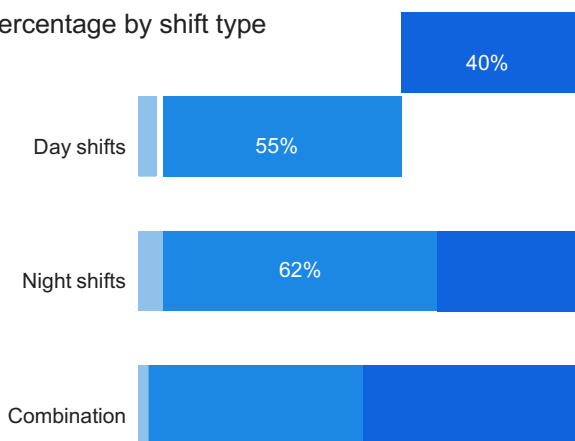
Percentage by demographic group



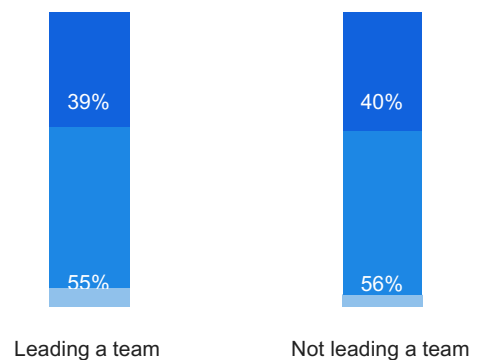
Percentage by role type



Percentage by shift type



Percentage by role responsibilities



Count by past 2 weeks situation ratings



Really struggling

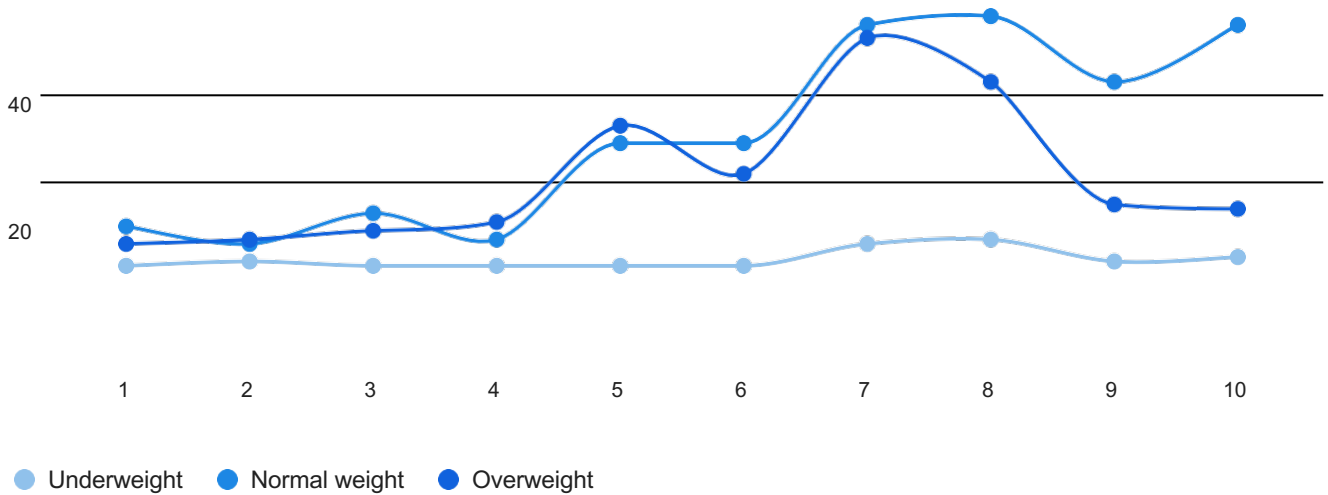
Not feeling terrible, just getting by

Living well despite struggles

On top of the world

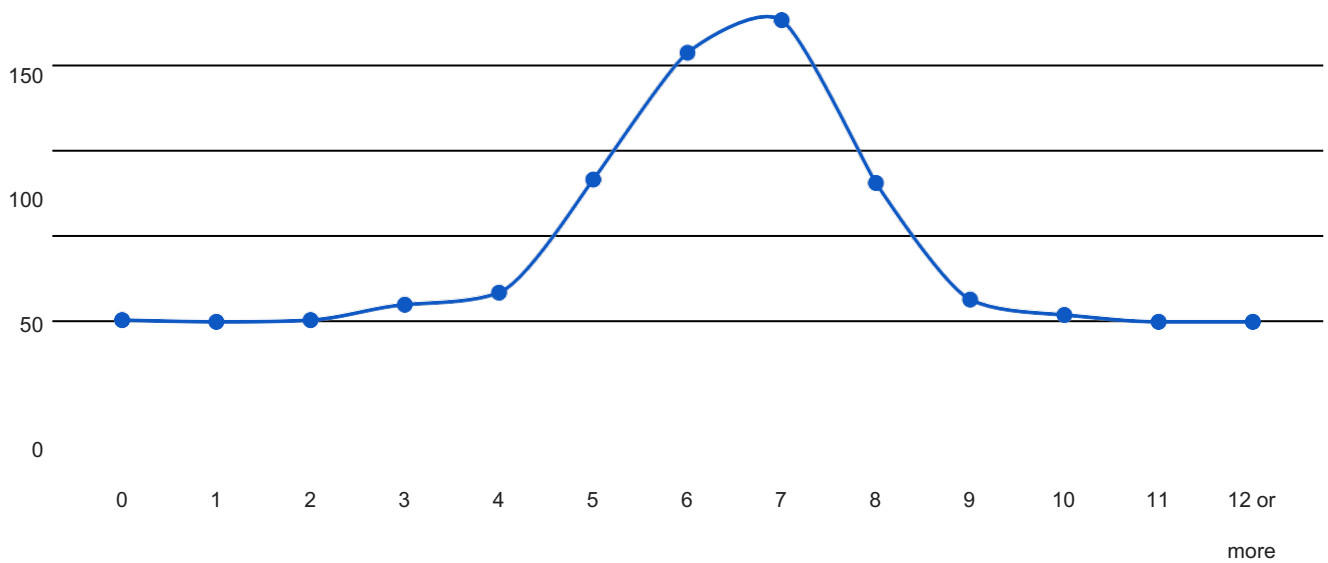
● Underweight ● Normal weight ● Overweight

Count of overall wellbeing rating by weight indicator

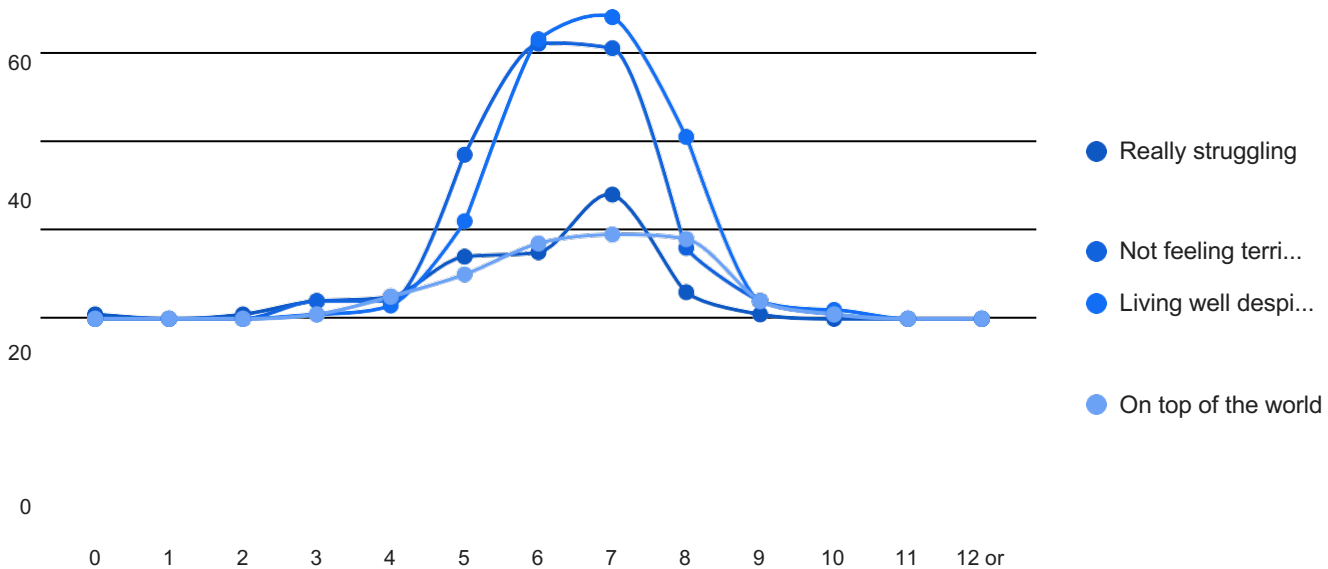


How many hours sleep do you get each night?

Count All

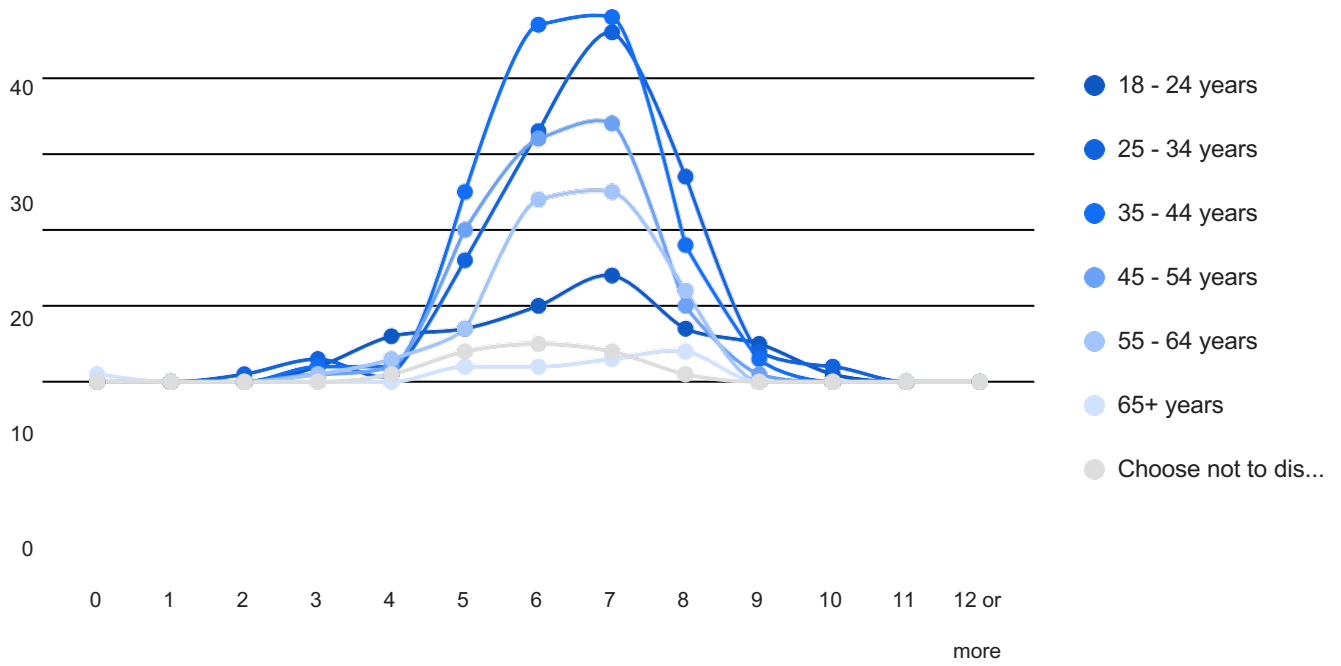


Count by past 2 weeks situation ratings



more

Count by Age

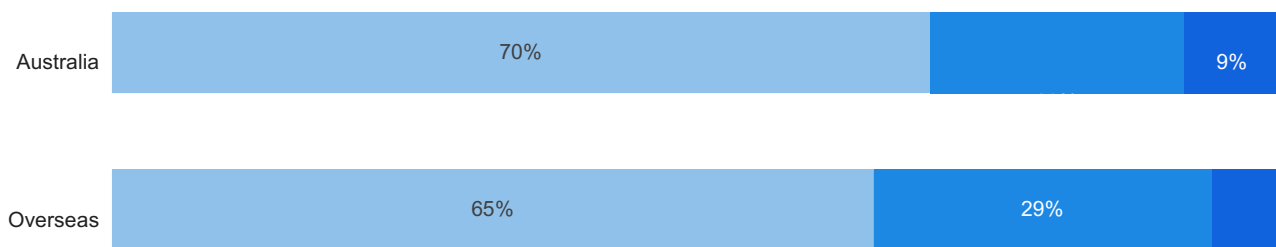


How long ago was your last medical check-up?

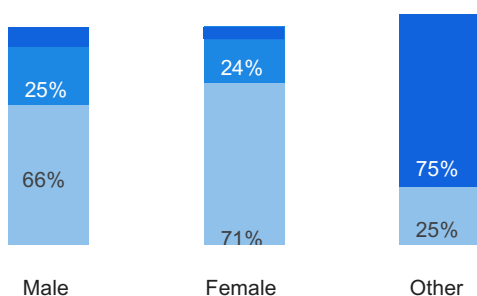
Percentage All



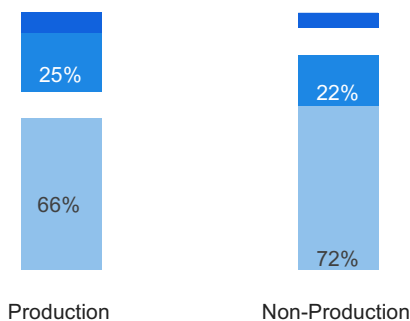
Percentage by place of birth



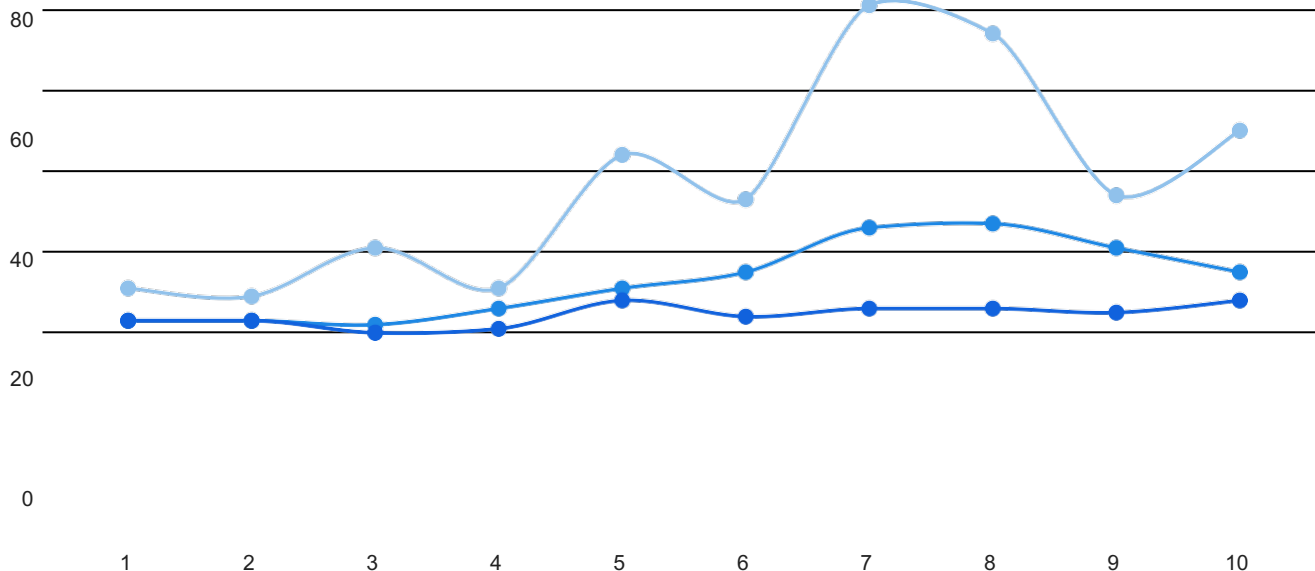
Percentage by gender



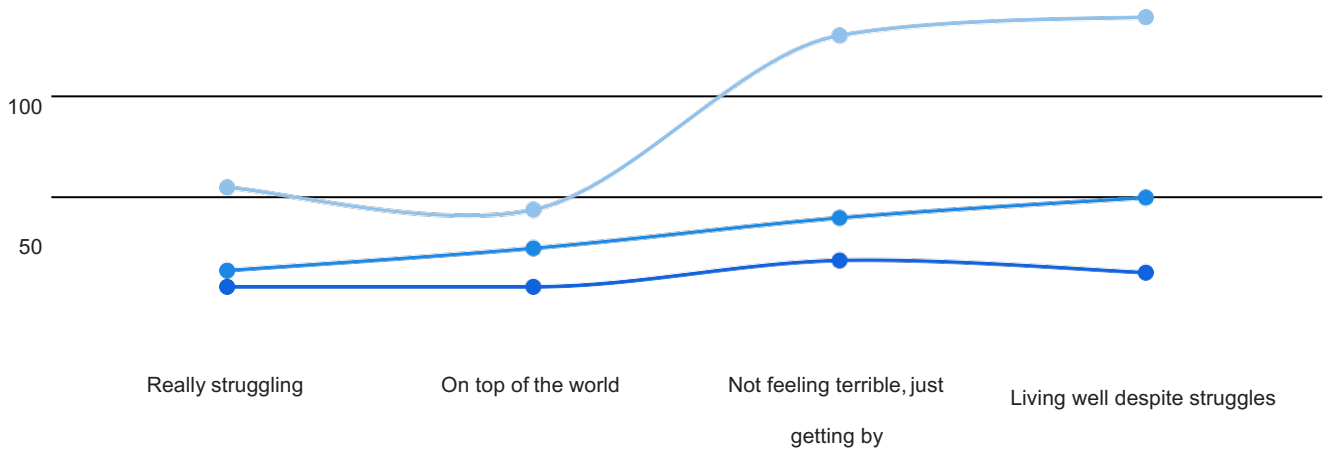
Percentage by role type



By overall wellbeing rating



Count by past 2 weeks situation ratings

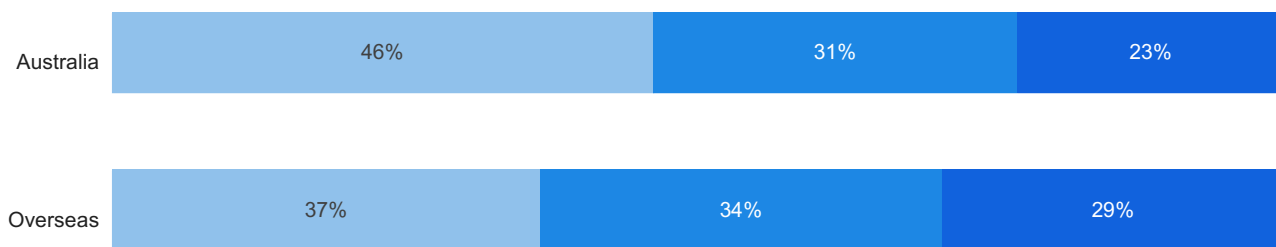


How long ago was your last dental check-up?

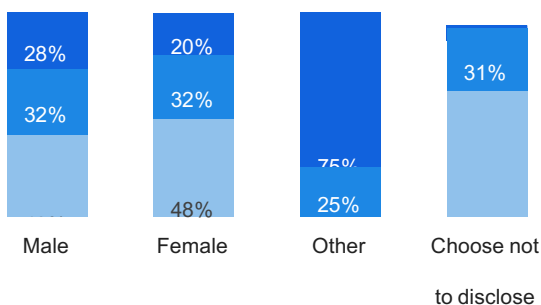
Percentage All



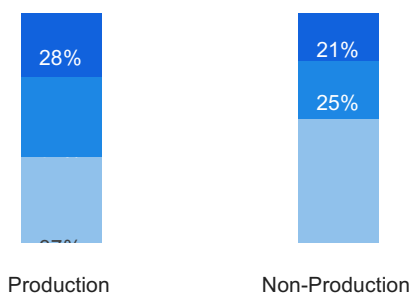
Percentage by place of birth



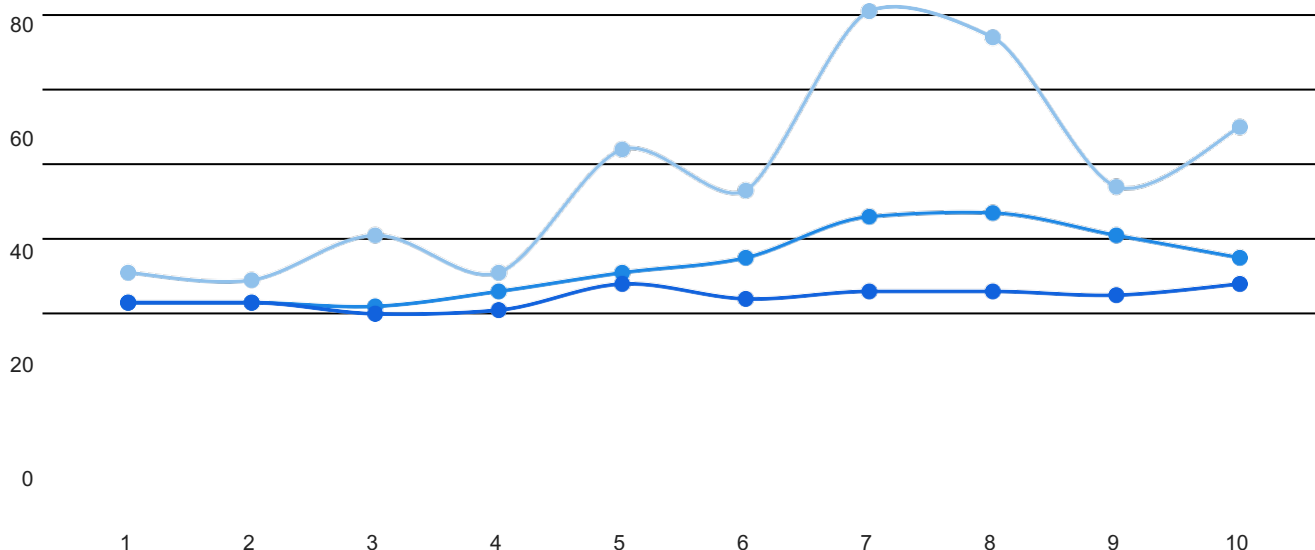
Percentage by gender



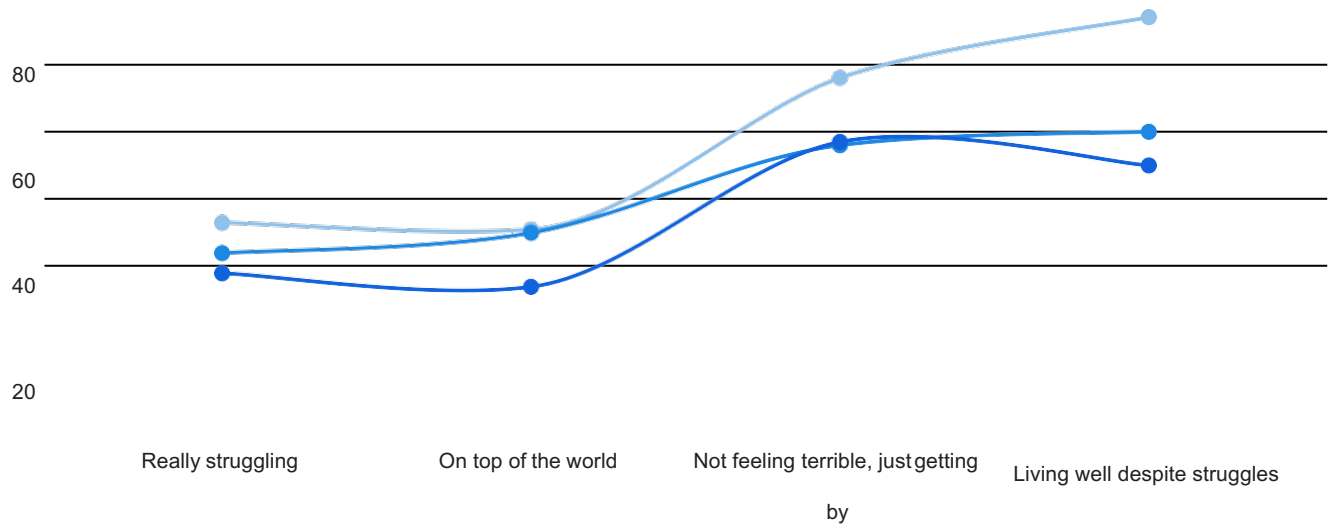
Percentage by role type



By overall wellbeing rating



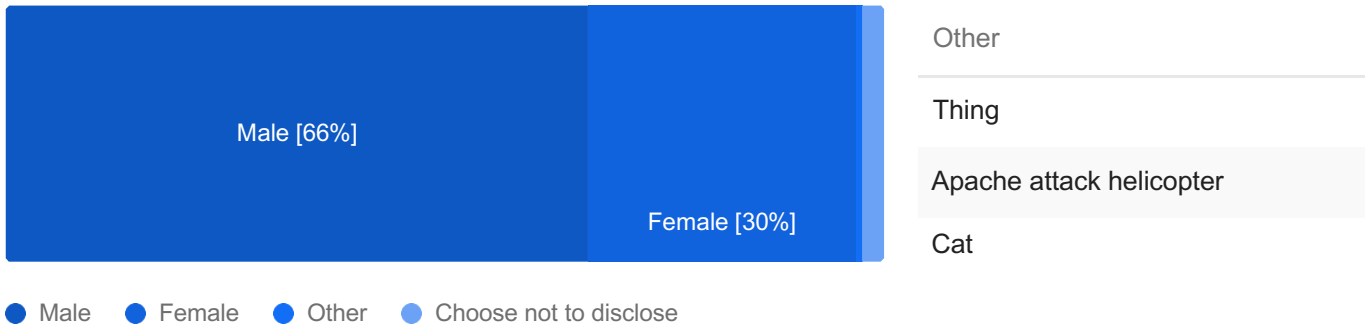
Count by past 2 weeks situation ratings



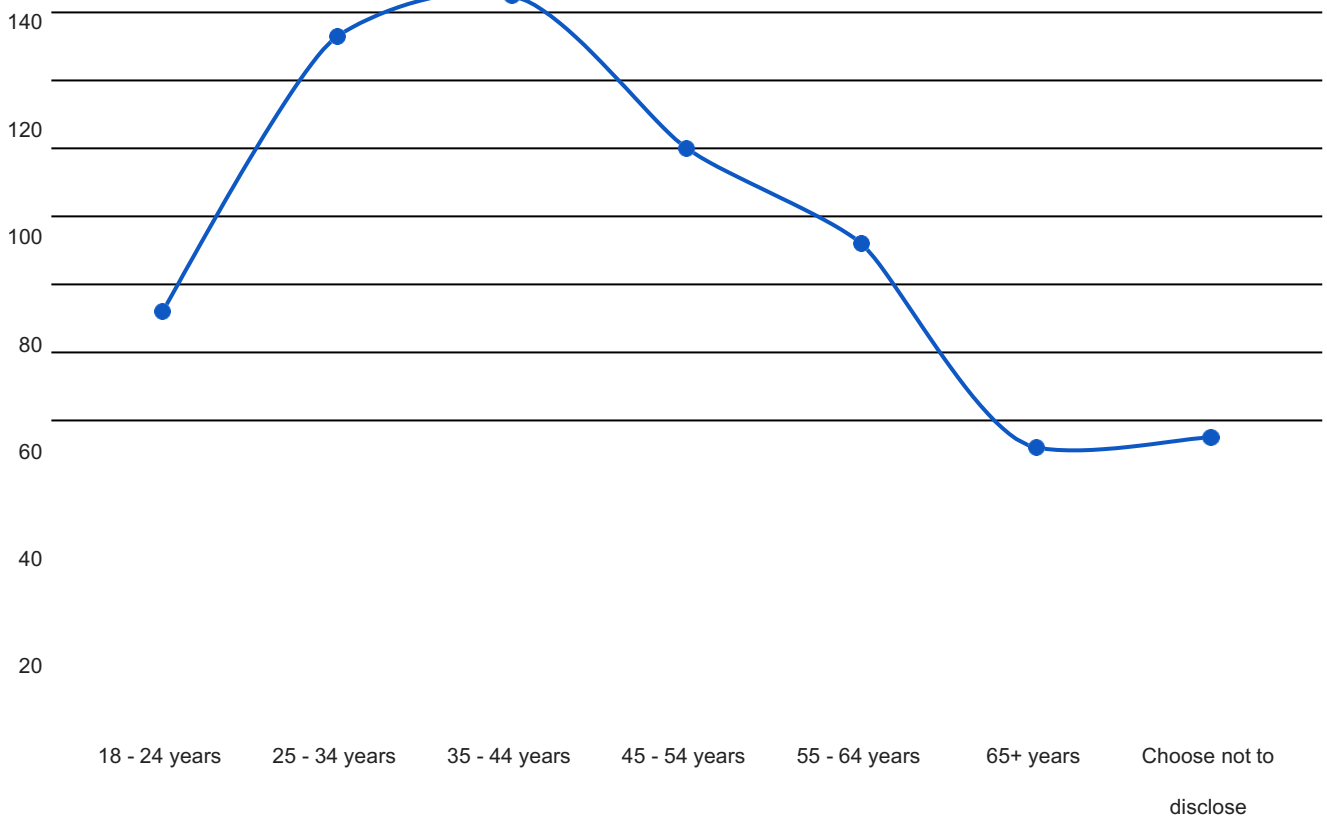
Demographics

Data Analysis

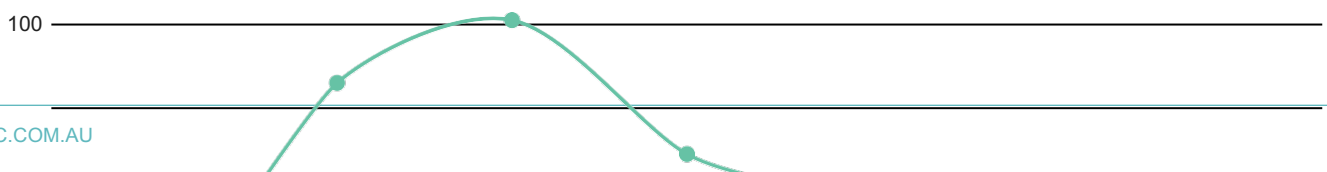
Gender

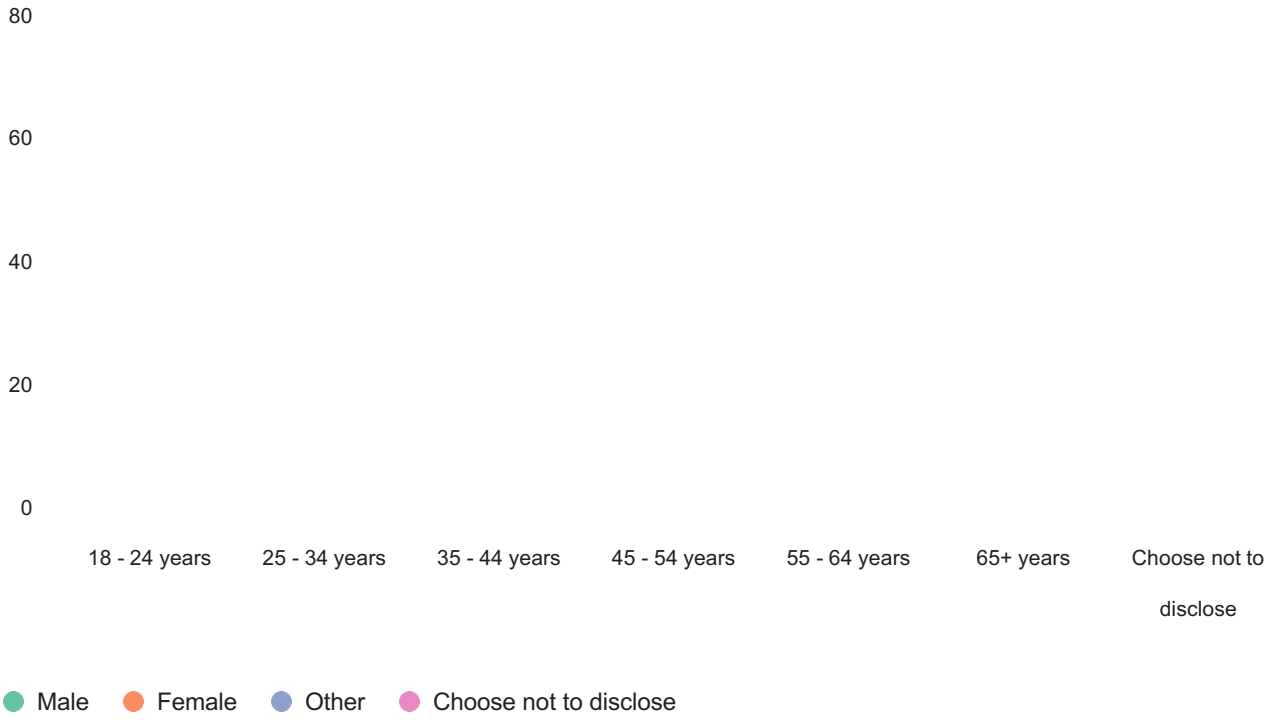


Age (Count)

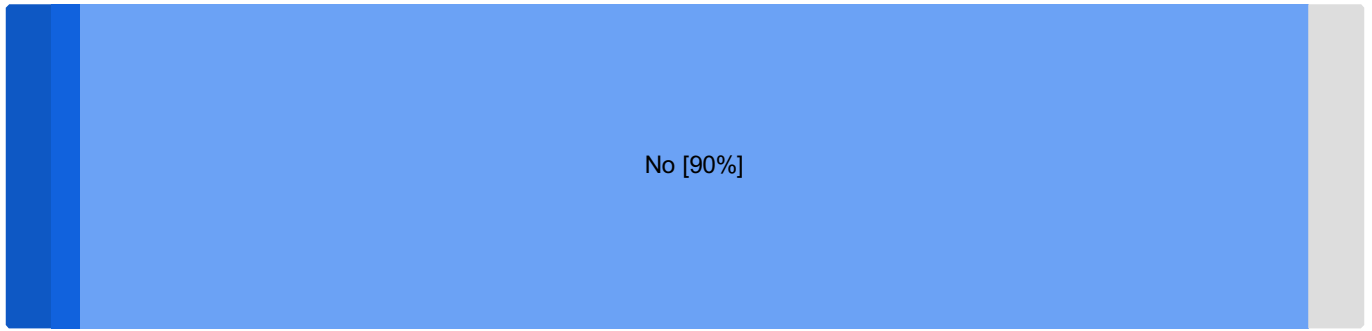


Age by Gender (Count)



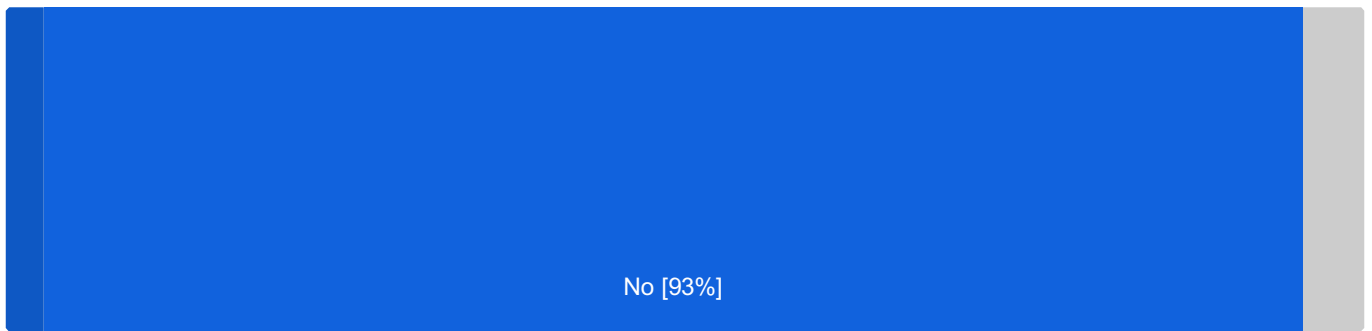


Aboriginal and/or Torres Strait Islander status



● Aboriginal ● Torres Strait Islander ● Aboriginal and Torres Strait Islander ● No ● Choose not to disclose

Disability status



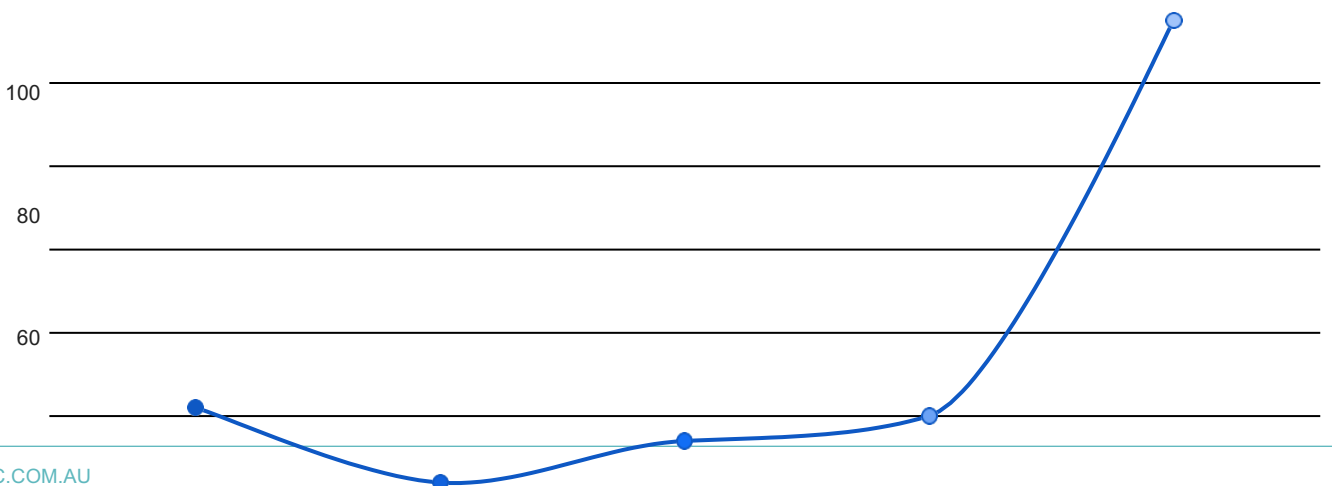
● Yes ● No ● Choose not to disclose

Where were you born?



● Australia ● Overseas ● Choose not to disclose

Years lived in Australia (Count)



40

20

1 year or less

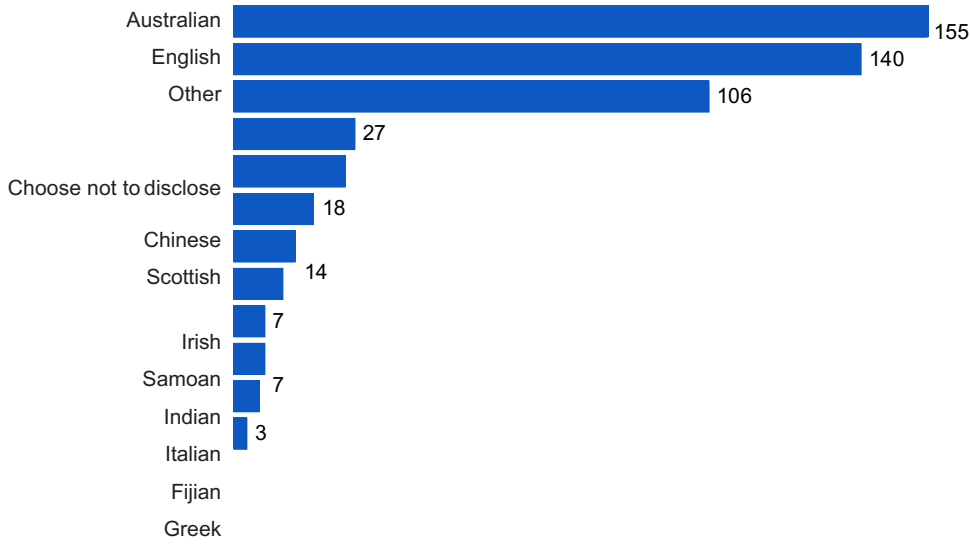
2 years

3 years

4 years

5 years or longer

Ancestry



Other

Aboriginal

African

African

American/New Zealand

Arab

Bangladeshi

Bhutan

Brazil

Bulgarian

Cambodia

Cambodia

Cambodia

Cambodian

Cambodian

Dutch

Dutch

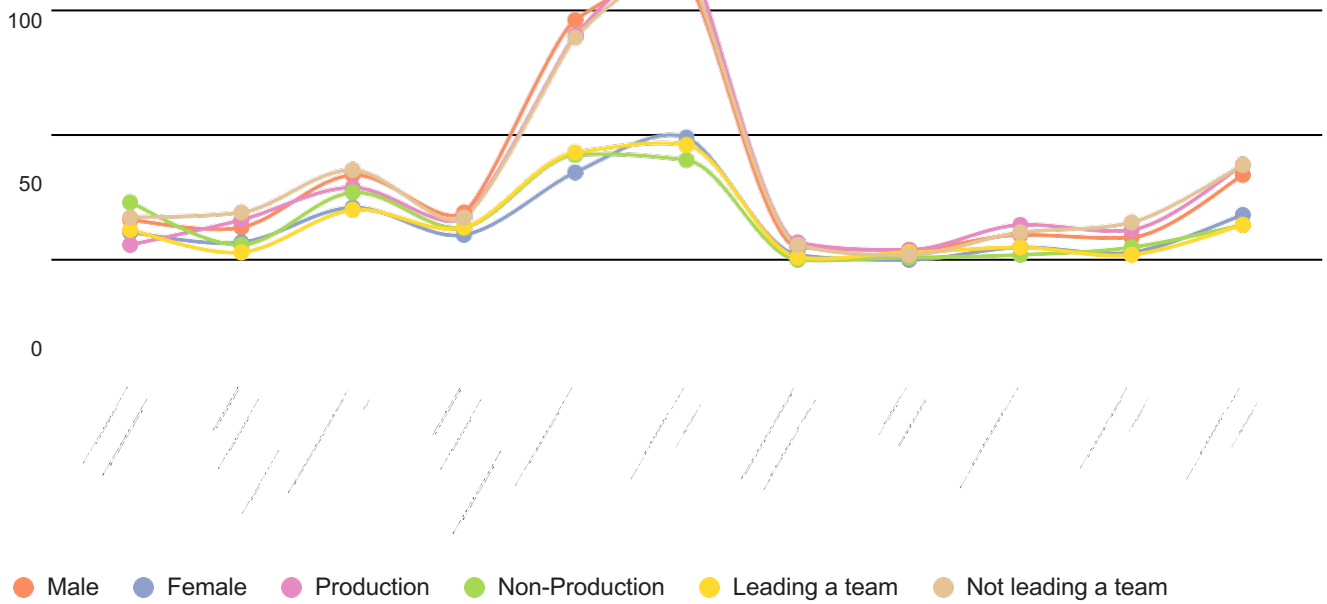
English Scottish
Australian Aboriginal
Irish couple others

English and Chinese

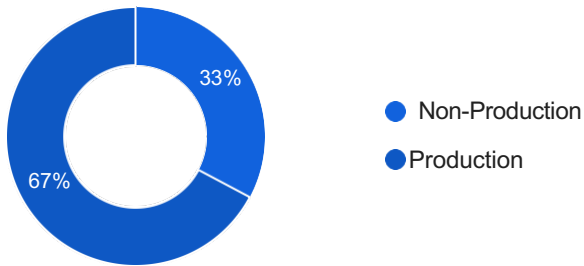
Eritrean

Filipin

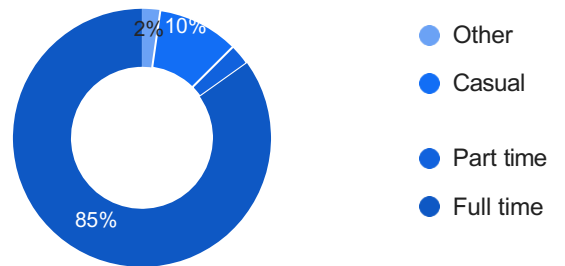
Highest education level (Count)



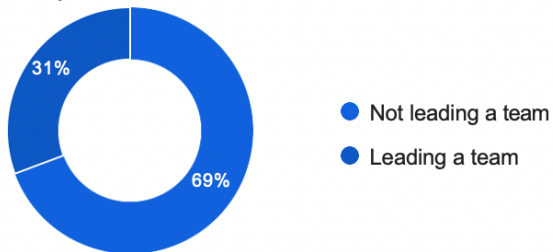
Employee role



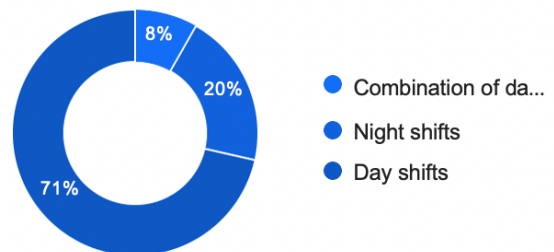
Employment status



Role responsibilities



Shift type



Raw data – open text responses are in the following appendices.

9.4 Appendix 4

My biggest cause of my struggles in the last 2 weeks has been:

Other (please specify)...

no problems

Work

Lack of sleep

Schoolwork

Covid

The fact that other levels in our enterprise agreement got bigger pay rises than other levels

Loss of loved one from cancer

No recognition. Over worked.

Long hours

Home

Driving long distance to work

Next

Dealing with work load

Management attitude

Life is good

Busy work

work level

Covid

Work Load

I don't struggle with anything

A bit of problem with my sinus

Feeling as I do more than what I pay for

Missing family

Challenges with In the work place, which are rewarding to accomplish

Short term injury

I'm not struggling

Work related

Time available

No struggles

Work load is huge

Have no real issues

Career status

Traffic

Deadlines

No problems

No struggles

Flood affected - out of home

low wages

Dealing with the shit at work

Haven't got a \$20 gift card lately

Cost of living

Weather

lack of sleep which messed up my mental health

sleeping

None

Work stress related to my section being grossly over capacity, under staffed, with management totally dependent on staff going way above and beyond, working in unreasonable conditions to get the job done, because of their love for the company

None

Work life / home life balance

Car issues.

Flooding , no house etc

Family

COVID POSITIVE

No feeling supported

Death in family, still working

Dealing with life after the floods

Flood affected

Flood damage recovery

Understaffed expected to bust your ass for not much money

I have a chest condition that bothers me in the air conditioning

Feeling overwhelmed and no time to do anything

Work expectations

Workload

9.5 Appendix 5

My biggest barrier to improving my wellbeing over the last two weeks was:

Other (please specify)

Management

Lack of care of employees by management

Dd

Injury

No concerns

Im fine

Change Diet

World crashing down on me everything is fucked I want to dir

Just gaining conference

Everything and everyone

No issues

I will be ok

Morivation

People following you instrustions

Well-being is fine

Poor wages poor management

No issues

Recovering from covid

Winter cold weather and family commitment

Some scenarios in the cattle industry take longer than expected

Laziness

No need to improve my well being over the last two weeks

Just had 3 babies

No struggle

Time and money

The stress of accomplishing all needs required by everyone in the allotted time

No barriers

Go to bed too late

N/A

Wife's chemo treatments

Sickness both a cold and covid

Being sick

No problems

Again I'm all good

Work load too high

Supervisors not caring about workers only production

All the above

Weather

getting back on track with good sleep and diet

None

Grossly unreasonable working conditions that I can control

None

Being completely drained and unable to actually encourage my mental state to pull itself out of the pit it's in

Nothing changed

Motivation

Communicating within team dynamic to improve team efficiency, physical withdrawal symptoms of nicotine and sugar levels within from stopping smoking cigarettes.

To tied

Feeling fatigued

9.6 Appendix 6

When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are:

Other (please specify)

Workers that can do the work required

Thai massage

Most of the time people are not appreciated or rewarded for the time and effort they put in

Eliminating bullies

Less bullying in work place

Being paid what I'm worth

I would like the fitness and exercise more just have to put more time in it

A HR department that cares for their staff and promotes a good working environment

Next

time away from work

Make work a more enjoyable place to be

Be more approachable

Improved culture

There is no time for any with my 3 children, and we can't get our parents from over seas

Money

Rostered days off

Sympathetic Manager

Just normal supportive bosses

Managers with realistic management styles - not micro managing

Positive reinforcement for things done well

More training

Genuine performance incentives instead of breaking your body and mind for the company and getting the same as someone not performing

A canteen

Share owners wealth with loyal employees

Time and support

Additional resources (people)

Flexible working hours,

Wage increases to match the increased inflation of the cost of living

Talking to employees

decent management

Treated better

A BBQ on the 2nd Friday of each month.

The Gospel

Treating employees like people and not numbers

Look after there workers and not fuck them over

a better work environment, i.e. foremans who actually gave a shit about someone other than themselves or their mates

Having supervisor's who actually listen and fix problems instead of causes more problems

Hobbies and rest

Money

Formans and leading hands take complaints seriously

Hire more people and pay us more if they arnt going to hire more workers

Less working hours

On site health practitioner

9.7 Appendix 7

Ideas or suggestions for employee wellbeing at your workplace

I love to play with dog 🐶

I love to play with the pigs out my work place

5 weeks holiday a year

A decent/fair dedicated time to stretch either just before work or even after

A higher rate of pay for the labourers in the chillers. Working in the section I do is intense physical work where you must push up to 100 tonne of meat a night sometimes by yourself. Other parts include deadlifting Bodies and lifting other heavy sums of meat. I believe my area deserves a L3 pay wage minimum.

A more positive attitude from management to make employees feel valued

A well-being check once or twice a week.

Access to fitness passport

Only healthy options for food at canteen. No vending machines.

Actively checking in with staff, not all people will seal help some will need a hand

Afternoon break

air purifier in offices

All departments to work as a team to help one another instead of delegating/dictating simple tasks to other departments.

Production employees need specified lunch breaks, with the introduction of mesh tunics they do not have the correct downtime, and to get back to start work.

FRESH FOOD on site, get rid of the vending machines.

All inclusive staff days not just management having "team building" workshops. More recognition to staff who are working under pressure. Better pay conditions salaries offered are to the co-ops benefit not the employee. The co op does not offer any incentives to their employees.

All perfect

Appropriate processing speed - too fast at times = problems & stress/burnout.

As a manager, I feel like I need counselling training to help my team

Better information

Better physiotherapy. Better options for food, more water fountains, maybe more options for gumboots - standing in the same spot all day is pretty taxing on body & mind

Better training

Better worklife balance

Bring back free feed Fridays

Cafeteria with healthy options, reheating food isn't fun every day. Also would give night shift a good meal instead of reheated dinners

Can organise fitness programs on weekend

canteen food

Canteen needs to be healthy it is all in healthy options at present. Need more fresh food options and remove some of the in healthy options. Boot camps fitness as a team great for health but also for mental health and team bonding

Canteen on site

Cheaper meat sales

Childcare at work

Choirs and bands

Cleanliness, exercise facilities and caring boss can make it different

Communication

Communication

Compassionate bosses/supervisors

Definitely a mental councillor. And time to stretch .

Departments that are run almost constantly and grossly over capacity, will always cause stress, risk and extreme frustration to even the most committed employees. Their wellbeing starts with correcting the currently negligent work conditions.

Discounted gym memberships for staff

Eliminate those in authority who use bullying tactics and aren't team players. People in authority should be taught leadership skills that empower their employees rather than undermine them. And to lead by example.

Encourage staff to take lunch breaks rather than sitting at desk eating lunch. Provide a lunch room for all staff. Recognition of working extra hours by way of time in lieu or extra remuneration

Encouragement from bosses not receiving put downs which are common

Equity

Every two hours have break times

Everyone treated the same

Fitness , team building activities

Fitness class

Flexible working arrangement, paid maternity leave policy

Food store on site healthy options

For every worker to be treated with respect and dignity

free access for gym

Free fruit

Free physio access

Friday BBQ

Frozen microwave health meals available from canteen

Fruit boxes

full workforce.

Getting paid what your worth would be a good start

Give everyone the same percentage pay raise money in the same award instead of giving some people more than others

give extra money please

Give people help when they ask for it

Good behavior

Good working

Good working

Good, only need enough time to complete hours required for work, if additional work are available

Group outings/ classes

Have a soft tissue massage or physiotherapy person on site. That knows acupuncture or dry needling.

Have everyone pull their weight, having to continuously pick up other peoples slack has an impact on your wellbeing

health checkups

Healthier food in canteen ,more toolbox meetings

Healthier food options, initiatives within the workplace to build relationships within teams

healthier food options, upgrade in amenities

Healthy work environment positivity and being busy

Height adjustable work stations

Help for flood affected people

Higher pyrate make all employees happy and not complaints

Hr to be more interactive

I don't feel any benefits.

I suggest the supervisor to think about us when we are on site during they operate because we are human being as they are.

I think all very good

I think at work all good

I think at work all good

I think the packers on the chains mental health need to be looked at.

I want an Exercise room where we can excercise or stretch during break

I've had pleasant experiences with management, staff and fellow colleagues.

I'm pretty good with employees well-being

If all the supervisors been train to reaction professionally at work would help a lot for employees mental health

If you ask anyone in there, all we are is just a number. Who gives a shit how you are doing as long as the work gets done. Fix that. Fix our boning room foremans who are useless. morale is at an all time low in the place and people are leaving in droves, there is no reward for loyal workers with a good attitude, our seniority system doesn't reward hard workers with good work ethic and attitude, only time served. Do I think any outcome will come of this survey, absolutely not. Nothing has happened from similar surveys in the past so I am confident in or management to have little to no action on this.

improve the working environment, communication among employees

Improving the mateship in the work place by having BBQ's and social days (Golf, cricket, touch football etc).

Increased wage to offset the reduction in OT available

It us just the temperature of the production gives me stress

Learn about the importance of proper sleep and nutrition

Less hours

Less office dramas

Less overtime would be great 😊

less preassure

Less talking - more doing

Let people have mental health days, make the work place more fair rather than dividing the staff and employees privelidges

Let us do our job

Letting everyone have the opportunity to attend functions, not just the top managers. Make everyone feel included.

Lighten the work load & pay increases

Listen to workers and more respect to each other

Live healthy

Look after each other and share your problems rather than keeping it to yourself

Making sure we get paid properly each week, not missing hours in our pay

Management treating workers with respect not just treating them like shir

Massages

Maybe ohs or supervisors actually ask how u are or care

Mental Health Days and more info regarding how to help understand and manage your mental health.

Mental health days would be a start, because we days where we have diamonds & stones.

Some days we can go exceptionally well and others days are just a drag.

Home life and work life balance is important. I guess not having enough time to do things at home. With Covid and the recent floods, it has put extra strain on people at work due to shortages of staff, etc.

Mental health training

Money showers

Monthly health topics

More respect for older employees.

More attention to women in the workplace is needed well being issues , women's health issue. N how the work affects them. More supportive network.

More awareness

More BBQs

More communication in regards to employees and management

More employee's in the work place to reduce work stress

More flexible hours in the early morning. (For exercising)

Promoting family first mentality

Implement feedback on others within our work circles to identify employees strengths and development areas (360 degree type peer review)

More flexible work hours.

Ability to work from home some days.

Mental health days.

More fruit

More job stability and opportunities for full-time

More mental health awareness

More positive supervisors

More smokos, less pressure. Having managers and leading hands be more welcoming and inviting to be around. Having a mental health person on-site just like you would a physio.

more talk

More team engagement with workers and there bosses

more trainers for begginers and anything that can help short persons to pull meat ...

More training for people to be aware of others, how to deal with people that will not ask for help.

more training to do with knives to help prevent injury

More worker activities as a whole

morning warm ups

Needs to be addressed more - need a well-being topic every month or something

No all is good

no more masks. I can't breathe.

No over time would be ideal.

No, because nothing will ever change.

Not made to feel bad when you have had time off for being sick, when it is made clear to not come to work when you are sick. Especially at the moment with covid and flu rampant

not work the employees so hard

offer the prize every month or every two months for people who always work hard

On site gym

On site gym

on site massage

Onside gym and rehab

Onsite gym to use. Fruit supplied

Open communication of employee benefits (health insurance, fitness classes, parental leave, etc.)

Our biggest issue is that we don't have enough workers there's too much work load

Our workplace is actually very good at Employee wellbeing they provide access to Mental health services but discounts in Gym memberships or Private health insurance incentives may be an option ?

Pay rise

People from different background comes to work in this big company. Consideration of their field into various departments within the company will be appreciated. May be volunteering or internship within different departments in the company will enhance the bond between workers and company

People skill training for all senior management..controlling shortage of stock better. EG chain speeds

Performance based cash incentives

PLANNED ANNUAL LEAVE YEARLY

Push for people to take their breaks in admin departments. Discounts for affiliated programs gyms etc

Random drug test

Ratana Ying

RDO's

Recognition

Remove energy drinks and unhealthy food. Diet is definitely one of the main causes of mental health. People are unaware of the importance of healthy diet and sleep.

Respect

Run club;

Safety first training and team building exercises

Self care

Bullying course

Christmas bonus

Shorter work hours

Show employees appreciation for extra effort above what is required from their job

Skin checks for outdoor workers

Small tokens of gratitude, monthly bbq, or general updates regarding state of the business and outlook for the future

Social aspects like morning teas, lunches etc have dropped off due to covid and physically fragmented administration department

Social club (monthly activities)

Social functions outside of work

Social outing

Some how taking the negative stigma of mental health away from my work place and making it more easily accessible to those who may need help.

Steps challenge, winning discounts or something wellbeing related.

Stop flogging us while we understaffed

Stop fucking over your workers everyday

Stop killing so many bodies when we dont have the workers. Its starting to become a joke. Plus while dayshift does fuck all nightshift gets pumped its abit beyond a joke.

Stretch Breaks

Complete work at a reasonable pace

Subsidise gym memberships. Start up a canteen

Support for people to use their leave to get away with backfill in senior positions so returning to work is less stressful.

Food budgets that support healthy food options on site.

Education for station cooks- nutrition.

More focus on people... all aspects.

Better staffing- we are always so short staffed!

Listen to the people on the ground when workload is being discussed. Include people actually doing the work and achieving the KPIs as to what is best for their crew.

Talk to someone


Team activities

Team bonding days

Team bonding sessions

Team work

The employee must have followed the food safety strategy

The South African Boss We Had Every Morning He Spent 20 Minuties Walking Around The Factory And Would Ask How's Things  Personal I Found That Gave A Feeling Of Worth  

The well being needs to be addressed in a way that employees are comfortable when working.

There should be proper team bonding programs to run smoothly day to day life . Mental strength & enhancement should be the most priority. Either sports, training & so on where it can be lots of people joining together to share idea & improvement

They wouldn't care about uour suggestions.

Things have improved 100% the bulling that a lot of people once put up with in this work place doesn't seem to happen under the current management team

To be noticed, a simple good morning and how are you from senior management can go along way into the well-being of an employee, which in turn could result in higher productivity if the employee feels appreciated

Treat equally

Treat your employees the way you want to be treated

Try to incorporate healthy eating and exercise in the work place.

Undercover smoking area. Work place gym. Chances to do more overtime to earn more money.

Verbal abuse from supervisors which is unnecessary.

Very good

Wages to reflect work. Wage to keep up or exceed inflation

We a canteen on site for day and night shift

We have a small gym at work but we already spend enough time at work so a gym discount would be better

We just want to be heard and we would like to be supported more. We want to feel appreciated and we want to feel respected

We used to do a yearly bbq at the golf club but that has since stopped. Some workers have been asked to set it up but nothing happened. Instead I feel it would be better if our Forman set it up each year around Christmas like they used to do before the pandemic.

Well I think it better to talk about how you fell in that way it will be easy for everyone to understand you

Well-being may improve when some managers stop with the verbal abuse and telling you to hurry up and cutting corners to get more production

Well-being training

Work hard n safety first

Work less hours to achieve a better work life balance

Work rotation

Work team Support

work together as team

Working as a team. Breaking cultures of turning the other way when there are issues

Yes

Yes I have ideas for employee well being

yes my suggestion is to have 30minutes of SMOKO at our workplace and 45 minutes lunch break so that the food can be digested well in our stomach before we start again with work. In between the smoko break and lunch time for us to have 5minutes break so that our body can cope with all the machines we working with until we knock off at around 2pm every day from Monday to Sunday. This to be implemented in all departments of the industry.

Yoga / calisthenics / core strength / breathing / mindfulness