

Wellbeing Research Project

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

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Project Description

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.

Project Content

The project approach was split into 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.

Phase 2 will include "wellbeing program development and delivery"

Project Outcome

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.

Wellbeing data and risk factors were collected across mental health, physical health, overall health and wellbeing in the workplace. The three Wellbeing recommendations based on employee needs are:

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

Benefit for Industry

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 and resources by plants, the wider industry and AMPC 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 processing industry.