

## Highlights

### Objectives

- Initially, to comply with the International Criteria for Risk Management
- More recently to complement the Corporation's HS&E policy

### Challenges

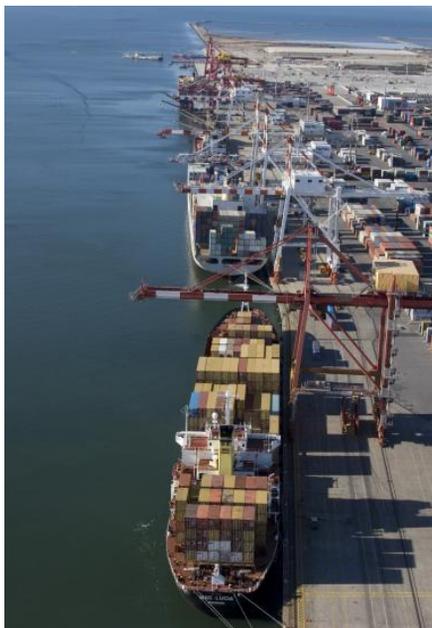
- Delivering equity over nine diverse workplaces of the Corporation, including its dredging flagship, the *Brisbane*
- Tailoring delivery styles and information to both office and field workers, and building trust with all the Corporation's employees

### Ford Health Solution

- A flexible 2-tiered program delivering both **Health Managers and Healthy Leaders**
- Bi-annual personal health assessments
- Health risk-mitigating activities including skin cancer checks, education sessions, workshops, and audits

### Results

- Since 2004, the Health Program participation levels have increased by 44%
- Greater level of health leadership and healthier work culture is evident, complementing HS&E policy
- Improved health report card (clinical mental health indicators, cardiovascular risk, weight issues, risk of Type 2 diabetes)



The Port of Brisbane Corporation is a Government Owned Corporation responsible for the operation and management of Australia's third busiest container port. They employ around 320 people in a variety of professional, technical, trade and administrative roles, and have nine different workplaces in and around Brisbane.

## Overview

Ford Health has worked with the Port of Brisbane Corporation for over six years in both establishing and sustaining its corporate health program.

The Port of Brisbane Corporation established an employee health program initially to comply with the International Criteria for Risk Management. Over time, the emphasis of its HS&E policy has shifted, with the Corporation's goal being to provide a safe, healthy and environmentally sound workplace for all its employees and contractors.

The Corporation has a very diverse workforce.

## Strategy

The Port of Brisbane Corporation's Health and Wellbeing Program consists of bi-annual **Personal Health Assessments** (covering 5 health risk areas), and **health risk mitigating activities** between assessments. Examples of health interventions the Corporation has used include:

- Skin Cancer Checks
- Men's and Women's Health Education
- Healthy Eating & Exercise Workshops
- Skin Cancer Education
- Dietitian menu audits of 'The Brisbane' canteen

**Flexible options of delivery** are required due to the diverse nature of the Corporation. For example, the 26 staff on the *Brisbane* (a trailing suction hopper dredger) require health assessments "on board". Due to the *Brisbane's* availability for contract work anywhere in Australia, Ford Health schedule health activities in the boat's down time when it is located in Brisbane.

Ford Health also offer **flexibility in delivery** of the health program to include the other eight workplaces including: Port Office (headquarters), Port of Brisbane Operations Base, the BMT, Port of Bundaberg, the Visitors Centre, Jetty Kiosk, Port Central Café, and a corporate office in the city.

The diverse locations also translate into differing styles of delivery for health activities. Ford Health use a variety of male and female professionals in its approach: always with the same message, that the program is entirely **private and confidential, voluntary** and beneficial both for the employees and their families.

## Results

Initially, there was skepticism from some of the Corporation's employees with privacy and confidentiality of their health data. Over time, this has been overcome by Ford Health building trust from the ground up, and also through specific targeting of topical and relevant health activities to assist employees reduce their risk. A greater level of **health leadership and a healthier work culture** has been developed. 64% of employees, across the Corporation, in nine different worksites, have now participated in the health program.

In conjunction with this healthier work culture, the Corporation has seen some change in health risks over a 5-year period. The Corporation's **cardiovascular risk profile** for 2006 has **improved**, mainly due to improved blood cholesterol readings of those assessed. In addition, a lower percentage of participants with clinical risks of depression, anxiety and stress is evident. Other health risks have also decreased: weight and Type 2 diabetes.