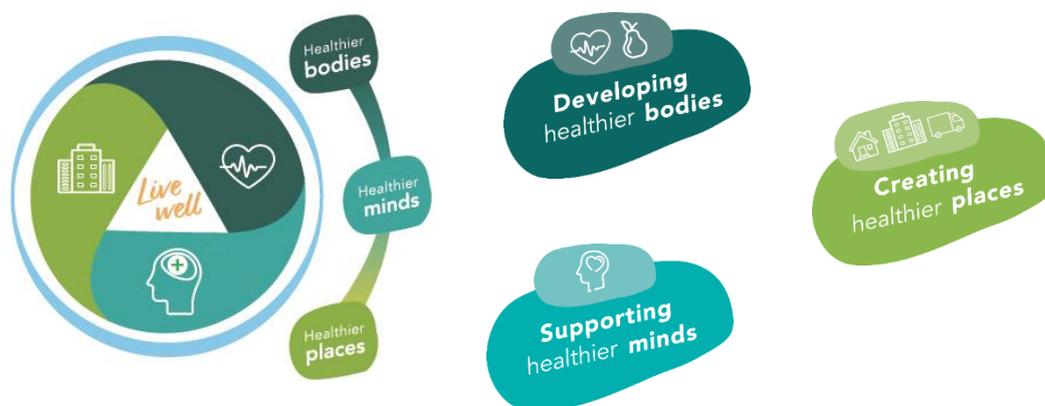


LIVE WELL HEALTH FRAMEWORK

Icon Water

Icon Water’s Live Well Health Framework is the organisation’s health and wellbeing strategy. It is focused around three core health pillars of Creating Healthier Bodies, Supporting Healthier Minds and Creating Healthier Places. Each of these core health pillars have an executive sponsor and specific organisational health and wellbeing initiatives that engage people to improve in each core area.



Background

In 2018, Icon Water began onsite physiotherapy consultations as a means to prevent and intervene on musculoskeletal complaints early. Alongside this, it also began a targeted hazardous manual tasks elimination initiative in its maintenance workgroups.

In early 2019, Icon Water launched an 8 week health kickstart program called Choose to Move. This program saw groups of 12 workers attend a local gym class twice weekly, with a pre and post-program screening and healthy breakfasts after each session. It was clear that participating workers improved in their physical measures but also their mental wellbeing and social connection. Together with Choose to Move, key health weeks were selected to observe as an organisation to promote health education and engagement from the workforce.

While these stand-alone, turned concurrent workplace health and wellbeing initiatives have been of substantial benefit to Icon Water's people and organisation, there was a missing overarching health and wellbeing framework. A framework might give higher level strategic direction and definition to Icon Water's ongoing commitment to support its people's health and wellbeing, and context to the above and future health initiatives. As a result, in 2020, Icon Water launched its Live Well Health Framework, which focuses on three key health pillars of Developing Healthier Bodies, Supporting Healthier Minds and Creating Healthier Places.

Implementation

The framework's creation was driven and led by Icon Water's Health and Wellbeing Coordinator; Michael Nolan in association with the Manager, Health and Safety; Brian Selmes, Safety Business Partner Field; Ben Wood and the Managing Director; Ray Hezkial. WSAA's Industry Mental Health Framework was a key reference material that contributed to the development of Icon Water's internal Live Well Health Framework, and in many ways the Live Well Health Framework is a succinct 'internalisation' of the Industry Mental Health Framework, making it specific, targeted to and owned by Icon Water.

In the flesh, the Live Well Health Framework is a simple two page document that includes the following information:

- Background statement
- Vision for health in FY20-FY23
- Three core health pillars, their executive sponsors and associated key health initiatives:
 - Developing Healthier Bodies – Davina McCormick (General Manager Customer Engagement)
 - Choose to Move
 - On-site Physiotherapy
 - Healthier Bodies Month
 - Supporting Healthier Minds – Tony Pollock (Chief Technology Officer)
 - FitMinds
 - Healthier Minds Month
 - Creating Healthier Places – Joy Yau (Chief Financial Officer)
 - Eliminating Hazardous Manual Tasks
 - Healthier Places Month
- Picture of the future; goals
- The day-to-day wins



- Health team guiding principles

The framework was launched in February 2020, with the Health and Wellbeing Coordinator, Manager Health and Safety and an executive member speaking to the framework and health and wellbeing at Icon Water alongside a lunch at various sites.

Of course, it was only a month later, during Healthier Bodies Month (March 2020), with a Choose to Move group in full swing that COVID-19 restrictions hit Australia. This resulted in these and other planned health and wellbeing initiatives being postponed. In lieu of the planned, largely group-based initiatives, health communications with a focus around mental health increased throughout 2020. Time was also able to be spent in both gaining executive sponsorship of the Framework's three health pillars and designing a new mental health promotion initiative called FitMinds.

Benefits and outcomes

The Framework has been especially useful in buying in senior leaders at Icon Water to both own and actively lead in health and wellbeing works now and into the future. The other benefit that is yet to be fully realised is the creation of broader understanding of how and where health initiatives fit into the organisation's approach to health and wellbeing promotion.

Next steps are to refine the detail in the Framework, continue to communicate and align branding of each core health pillar and its underlying health initiatives, and to work with each executive sponsor to further define the strategy for each of Developing Healthier Bodies, Supporting Healthier Minds and Creating Healthier Places.

It is hoped that alongside the continuation of the above and future health initiatives, the Live Well Health Framework will give Icon Water's people a strong sense that Icon Water cares for their health and wellbeing and thus for them as people.