

Health & Wellbeing Results 2020

*"We all need people who will give us feedback.
That's how we improve." - Bill Gates*



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“Company culture is the continuous pursuit of building the best, most talented, and happiest team we possibly can”

Andrew Wilkinson

About us



FEFO Consulting is a purpose driven risk, health and safety advisory firm committed to helping others strive for excellence and prevent harm.



The Health & Safety Index is a simple online assessment enabling organisations to measure, focus and act on improvements that matter.



The [Health and Safety Index](#) is a wholly owned subsidiary of [FEFO Pty Ltd.](#)

What is Measured

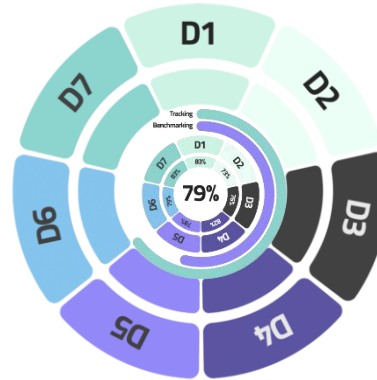
We measure lead indicators which builds a high performance culture

4 Aspects



Measure

7 Dimensions 1 Index



Focus

12 Levers



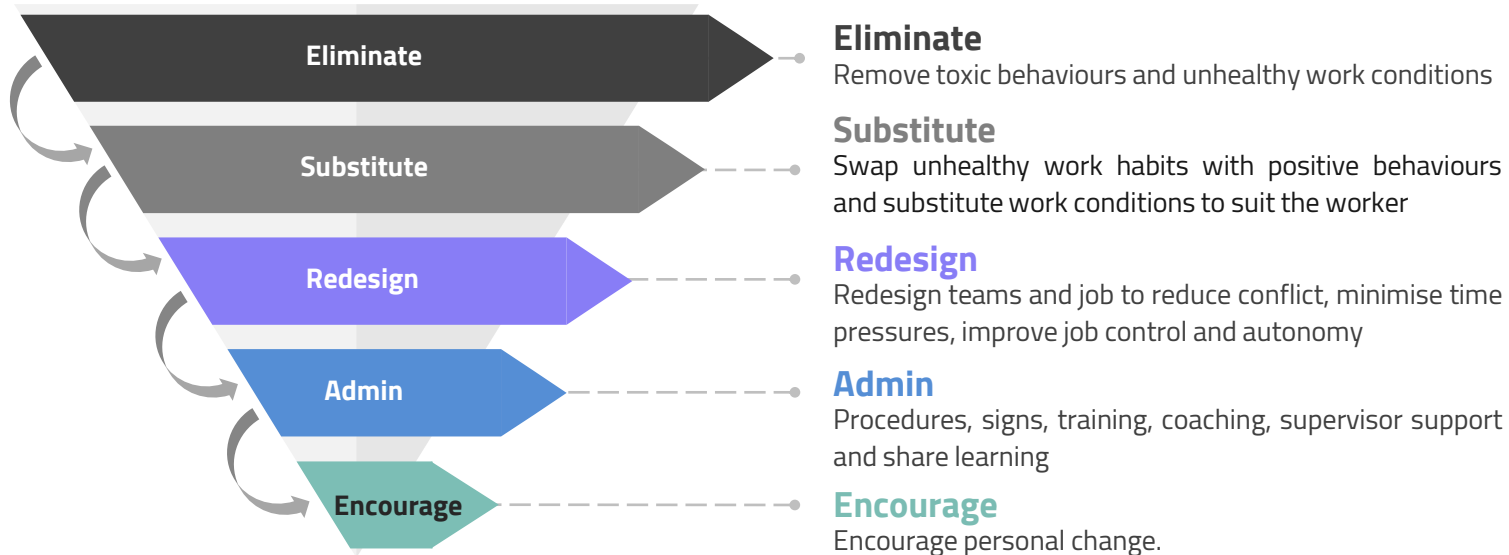
Act

What's Unique

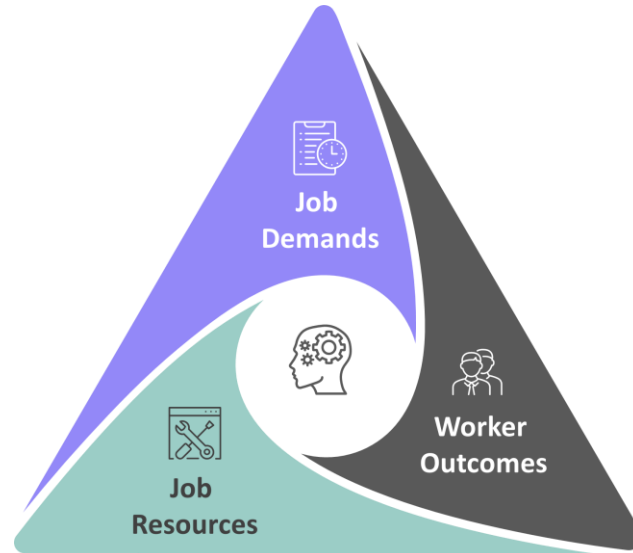


Hierarchy of Controls

"In the absence of information, we jump to the worst conclusions." ~ Myra Kassim "



Source of image: NIOSH [20160]. Fundamentals of total worker health approaches: essential elements for advancing worker safety, health, and well-being. By Lee MP, Hudson H, Richards R, Chang CC, Chosewood LC, Schill AL, on behalf of the NIOSH Office for Total Worker Health. Cincinnati, OH: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, DHHS (NIOSH) Publication No. 2017-112.



**Job Demands + Job Resources
= Worker Outcomes**

A group of six people, three men and three women, are standing in a line outdoors. They are wearing high-visibility orange and black work clothes. The background shows a white van on the left and a building with a metal mesh fence on the right. The entire image has a blue tint.

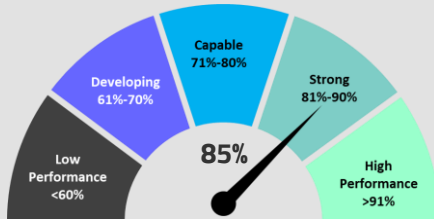
Case Studies

Example Dashboard Results

Typical Levers for Action

Case Study: Client Dashboard Results

Overall Index

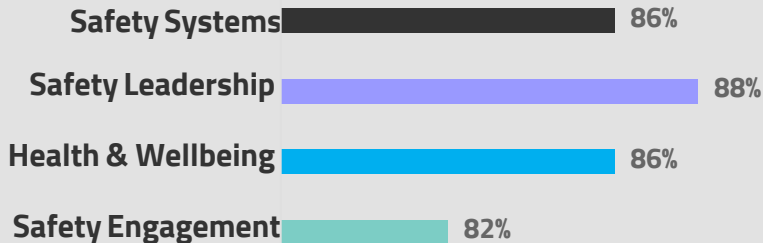


Strong Strong leadership behaviours, systems and experiences with certain areas needing attention to enable health & safety continuous improvement

Dimensions



Aspects



Outcomes



2.5 in 5



Sleep

On average had trouble sleeping in the previous 4 weeks

Project Mgr. Impact vs Contract Mgr.

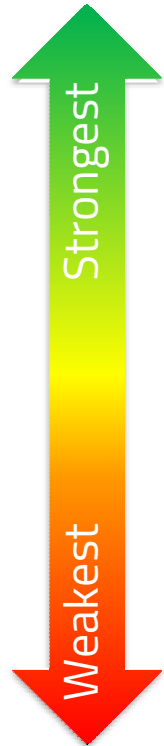
Work has an adverse affect on my health & wellbeing



Health & Wellbeing Results - 2020

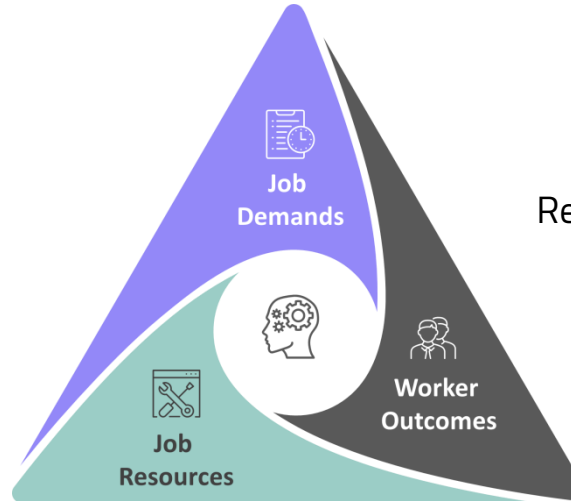
Strongest and Weakest
Outcomes

2020 Results: Relevant Findings



Safe workplace conditions
Setting expectations
Ability to talk with supervisor

Realistic time pressures
Effectively managing change
Praise and recognition



2 in 5

Respondents reported work adversely affected their health & Wellbeing



2.5 in 5

Respondents reported work negatively impacted sleep in the previous 4 weeks

2020 Results: Health & Wellbeing



Measure

Focus

Act

Health & Wellbeing Top 4 Levers

Example Behaviours & Conditions

- Values & Beliefs**
 - Q e.g., bullying
 - Q ...
 - Q ...
- Job Control**
 - Q e.g., Job freedom
 - Q e.g., Time pressures
 - Q ...
- Trust in Leaders**
 - Q e.g., Provision of resources
 - Q ...
 - Q ...
- Change Management**
 - Effective communication
 - Link between job and company goals
 - Consultation
 - Actions resolved in a timely manner



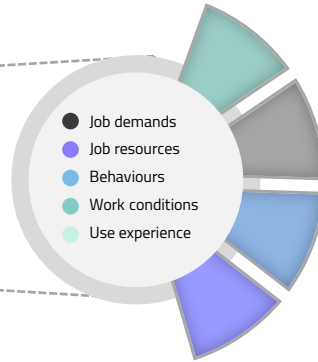
Takeaways

Measure | Focus | Act

Your Takeaways



Measure

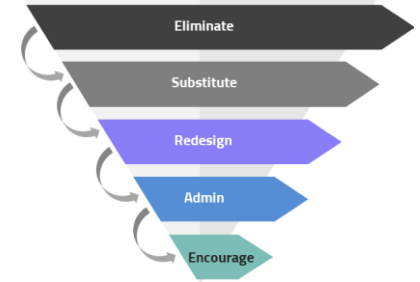


Focus

Health & Wellbeing Top 4 Levers



Hierarchy of Controls



Act