

Katherine Town Council
Wellness Strategy



Wellness Strategy

Katherine Town Council has recognised the need to develop a Wellness strategy in recognition of the work that staff do in often challenging circumstances, and the need to integrate work/life balance to reduce the physical, mental, financial and social challenges that staff experience both in and out of work.

We also recognise that we face many recruitment challenges and this strategy must offer significant value for potential employees.

4 Pillars of Wellness

KTC's wellness strategy takes this holistic approach recognising the four pillars of wellness, and the strategy provides opportunity for staff to engage at different levels on each of the four pillars. KTC's commitment to staff wellness is demonstrated by ongoing financial commitment.



Physical Wellness

Opportunities to engage in varying levels of physical activity to promote a healthy body and mind.

Physical activity can also often be social and has a big impact on overall wellbeing. Activities need to be at varying levels of difficulty, impact and intensity so that options are both interesting and suitable for staff.



Mental Wellness

Giving staff the resources to build their resilience in a demanding world.

It's also about providing training and resources to recognise that a fit mind is just as important as a fit body and that it's clearly acceptable and understandable that everyone will struggle from time to time. Focusing on mental wellness removes stigma and normalises mental health as well as providing resources and support.



Financial Wellness

Increases staff financial understanding, helps staff to build better money habits and overall understanding of general financial activities.

Providing opportunities to understand superannuation, budgeting or minimising taxation helps staff achieve their potential and reduce a significant stressor.



Social Wellness

Understands that humans are social beings, and that we spend a significant amount of our time at work.

Social wellness normalises social interactions, and provides opportunities for staff to increase social interactions both in and outside of the work. Building relationships within a workplace not only leads to a more pleasant and collegial work environment, but also empowers staff to appreciate diversity of thought, opinion and behaviours.

Wellness Strategy

Physical Wellness



Physical Wellness

Free Pool Access

Swimming has been shown to help prevent or manage many chronic diseases as well as improving overall physiological and psychological health.

Swimming is one of the best activities you can do all year round which benefits your mind and body. No other workout is low impact but achieves high results in building muscles, burning calories and stimulating your brain.

The great thing about swimming is that it's for everyone! You don't need to be the next Ian Thorpe to get involved. (Royal Life Saving).

Staff ID Card

Council employees receive free access to the swimming pool on presentation of an ID card. Free access includes pool entry only and does not include classes.



Aquatic Centre Website

Physical Wellness

Free Staff Yoga

Council brings yoga to you on a regular basis. Join us in the Council Chamber for a free one hour yoga session with an experienced instructor. No need to register, just show up.

Science backed benefits of yoga include increased flexibility, stress relief, improvements to mental health (particularly depression), reducing inflammation, increasing overall strength, reducing anxiety, boosting immunity, improving balance, improving cardiovascular function, improving sleep, bone health, posture and body awareness, brain function as well as overall quality of life (Healthline) – what have you got to lose?



Physical Wellness

Discounted Gym Memberships

If you are looking for something next level Council also supports staff in subsidising memberships at the Katherine YMCA. Join for a 12 month membership and receive a 50% discount on the membership (upfront payment required) – available to permanent employees only.

The YMCA offers a range of Les Mills classes (more than 25 classes a week!) that are included in the membership as well as a fully fitted out gym including cardio machines, weight training and functional fitness. Prices - YMCA - HSRC GYM. Just show your staff ID card at the YMCA reception to score this great discount.

Gym Membership

Join for a 12 month membership and receive a 50% discount on the membership (upfront payment required) – available to permanent employees only



The Y Katherine Website



What Else?



Physical Fundraising

Council will also support staff in participating in physical fundraising events such as Women's 5k, Cancer Council relay etc through paying team registration costs and sponsoring the team in the event. If you are interested in getting a team together, please let HR know so we can help!



Flu Vaccinations

Continuation of the annual flu vaccination program, including optional COVID boosters.

Wellness Strategy

Mental Wellness

Employee Assistance Program (EAP)

Council's EAP provided through EASA provides confidential preventative and proactive interventions for early detection and/or resolution for both work and personal problems. EASA's program is confidential, informed and relaxed, outcome focused, non-judgemental, with professional and skilled practitioners and fully funded by Council.

Our EAP services extend to immediate family members of Council staff including a spouse or partner and any dependants. A call to an EAP doesn't have to be about work either, you can contact EASA for help with relationships, health, trauma, substance abuse, gambling and other addictions, financial problems, depression, anxiety disorders, psychiatric disorders, communication problems and just coping with changes.

Not sure about the confidentiality? Council receives invoices for this service but they do not include any names or what was spoken about – if you're not sure, ask to see a bill!

EASA EAP

EASA can be contacted on 1800 193 123 or you can book a session online at EASA - Counselling, Training, Mediation, Consulting.

**EASA
WEBSITE**

Mental Wellness

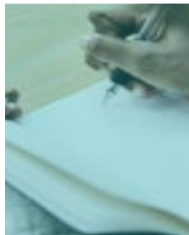
Mental Health First Aid

Mental Health First Aid teaches staff how to help people who are developing a mental health problem, experiencing a worsening of a mental health problem or in a mental health crisis, until appropriate professional help is received or the crisis resolves.

This course is intended for staff to gain an understanding of a first response to assisting an adult experiencing mental health concerns.

Some statistics show that one in five adults experience a mental illness every with anxiety, mood disorders (such as depression) and substance abuse disorders are the most common illnesses experienced in Australian adults, but many people don't know how to approach a person with a mental illness, how to talk about it and most importantly know how to help.

Council will run this course annually for all interested staff.



Mental Wellness

Career Development Discussions

We know that while work isn't all there is in life it's a big part of it! All staff deserve to be recognised and have meaningful conversations with their supervisor about what their motivations and goals are, and how Council can help achieve them.

That doesn't mean that we expect everyone to want to be the CEO (there's only one after all!) and not everyone will see Council as the place they'll work for the rest of their lives. No matter what your aspirations are, there's likely a way that Council can help.



Mental Wellness

Career Development Discussions

Say you want to be the best operator on a machine – we might be able to get you advanced operator training or training in maintaining the machine.

Say your next job is to be a manager or a director in another company, we can help build your profile and experience by giving you stretch projects and increasing your exposure through events like the Management Challenge, acting opportunities, attending committees or speaking at conferences or engagements.

We have study assistance and study leave as well if you want to study a topic (must be relevant to your job or a role at Council). By starting the conversation, we'll know how we can help. Studies show that career planning can increase productivity, reduce anxiety and can help staff have more control over their future.



TRAINING



SUPPORT



STUDY LEAVE

What Else?

Management Training



Council remains committed to ongoing development of our people managers.

This will empower them to have consistent fair and reasonable discussions with staff where they've done a great job, or where some work needs to be done. Consistent management of staff makes people feel that they are being treated fairly and respectfully and reduces surprises, rewarding good work makes people feel valued with positive mental health outcomes.

Personal Development Opportunities



Council will continue to offer personal development opportunities for staff this could be one-off training on building resilience, webinars or information sessions.

Wellness Strategy

Financial Wellness



Financial Wellness

Salary Packaging

Living remotely can be costly, and the phrase that describes living in Katherine is 'everything you need, nothing you want'. Cost of living is higher particularly with rental shortages and lack of competition for goods.

The ATO recognises this through Remote Area Benefits which reducing the tax liability on certain items for staff living in remote areas – like Katherine!

While you can contribute extra to your superannuation, through salary sacrifice (before tax) through our payroll, you can also salary sacrifice rent, power or a leased vehicle through our provider Salary Packaging Australia (SPA).

If you are interested you can contact SPA at Home - Salary Packaging Australia (salpacaus.com.au) or by calling 1300 786 664. Talk to the friendly Finance Team for how to make a superannuation deduction and save on your tax!

Salary Packaging Australia

If you are interested you can contact SPA at Home - Salary Packaging Australia (salpacaus.com.au) or by calling **1300 786 664**.

S.P.A.

Salary Packaging Australia

Website

Financial Wellness

Financial Counselling Sessions

Finances are recognised as one of the biggest stress factors in our daily lives. If you need help with your finances, Council can arrange and pay for a session with a financial counsellor who is a qualified professional who can provide information, advice and advocacy to people in financial difficulty.

Financial Counsellors work with people in debt or having trouble meeting ongoing expenses. They can assist with creating a budget, help you understand and manage your debt including negotiating with debtors, dispute resolution and legal help.

Financial Counselling Australia

Have a confidential talk to HR if you're interested in accessing a Financial Counselling session.

Financial Counselling
Australia Website



Financial Wellness

Superannuation Information Sessions

Council's default superannuation fund Hostplus will visit Council regularly to provide information sessions as well as one to one information on how to make the most of your superannuation.

While they can't give financial advice they can explain investment options and risks to help you make a more informed choice.

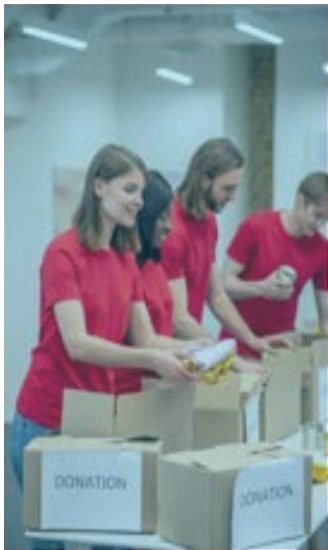
Staff do not have to be a Hostplus member to receive this service.



Wellness Strategy

Social Wellness





Social Wellness

Volunteering Leave

Staff can apply for up to two days per year to participate in a volunteer activity in Katherine. As an organisation that provides basic services to the community, we recognise that we can also give back.

Volunteering leave must be requested and approved in writing in advance and staff must wear Council uniform while undertaking the activity.

Volunteering must take place in Katherine and benefit the Katherine community.

Photos of staff undertaking volunteer activities are highly encouraged so we can share our volunteer efforts with our community.

Social Wellness

Individual Flexibility Agreements (IFA)

This is an existing right to staff to request under our Enterprise Agreement and also in the Fair Work Act.

While Council can deny a request for an IFA, as part of this strategy we will work with staff to try and achieve an outcome that suits both parties and will consider requests outside of the legally prescribed areas that staff can request.

Talk to your supervisor about changes to things like your work hours such as start, finish and lunch times and we'll consider it.

All IFAs are for a limited period and subject to a review by both parties.

Social Wellness

Support for staff teams in social sporting competitions

If staff choose to enter a sporting team in any competition in Katherine. Council will pay up to \$200 towards any registration fee, uniform sponsorship etc. Regular roster of the team must include at least 50% KTC staff.



Social Wellness

Crafternoons

Once a quarter Council staff put aside a couple of hours on a Friday afternoon to create team bonds through crafting activities, it could be making candles, soap, sharing knowledge on gardening or something someone is passionate about. Crafternoons help our team get to know each other in a relaxed and creative setting

