

# The Medibank MOVEment



# Wellbeing your way.

Share with the person next to you (or in the virtual chat)...how you get moving and why?



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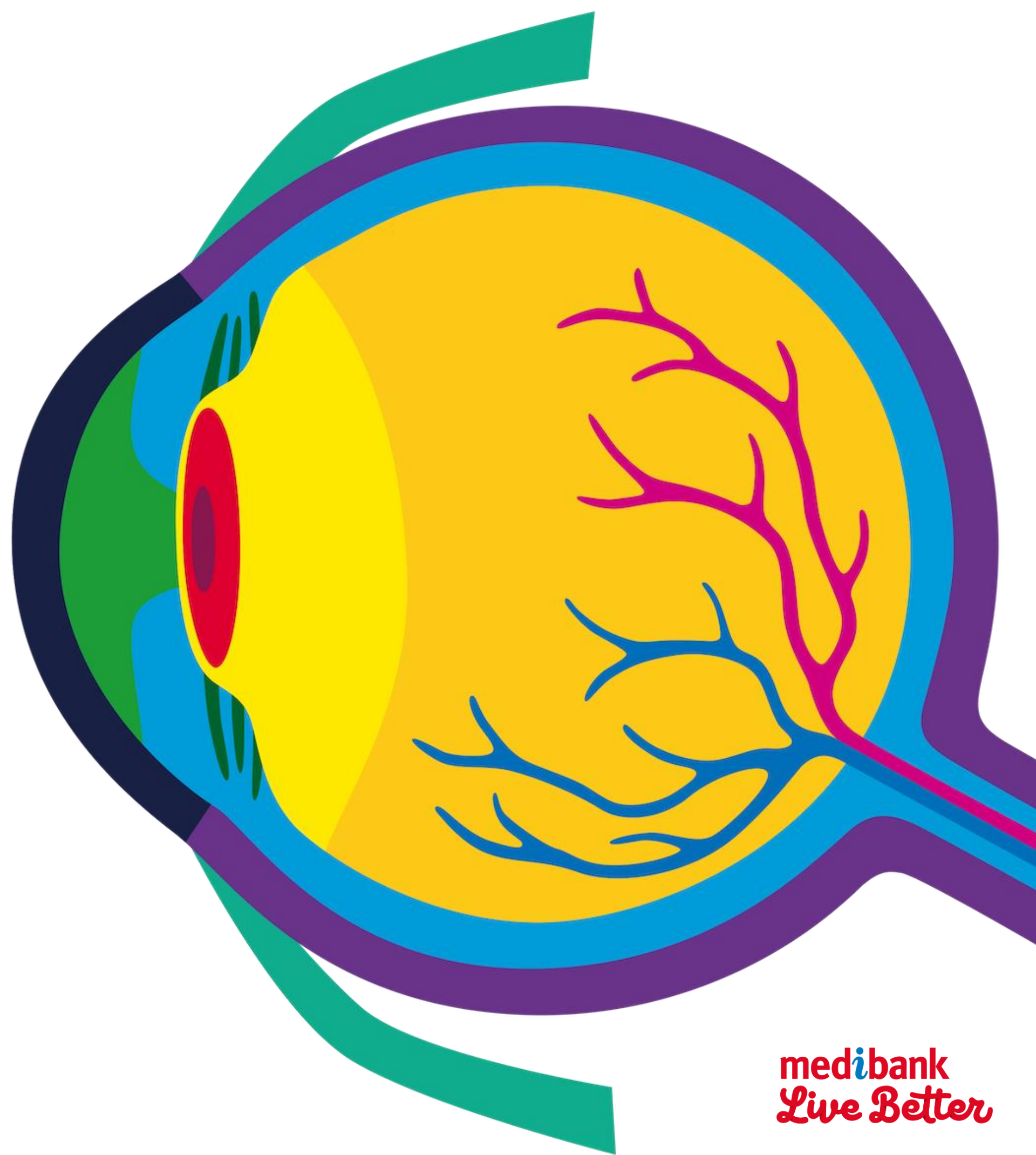
# Two minute moves

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# Breakout session

Discuss your road blocks and barriers to exercise/movement.

What is one action you can take?





# Your Medibank Team.

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# About Us – Medibank's Vision

Creating the Healthiest Workplace In Australia



**The best health and wellbeing for Australia.**

We connect people to a better quality of life in every moment.

We create access, choice and control for everyone, and together lead change for a stronger health system.





# We lead by example.

Medibank is proud to announce that we have won the Health and Wellbeing Award in December 2022 at the Australian Human Resources Institute (AHRI) Awards.

The awards celebrate Australia's best in HR and are an acknowledgement of professional excellence.



AHRI  
AWARDS  
WINNER  
2022

**“Our Wellbeing Champion network played a critical role in promoting our wellbeing strategy and encouraging their peers to participate.”**



# Our Why

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# Unlocking your unlimited potential

We associate exercise as being great for our body, but it's also highly beneficial for our brain, mood, creativity, energy and connection.

Workplace physical health programs have great intentions to increase movement but can have limitations including:

- Not reaching all employees based on job type, location and mobility
- Can be based on short-term outcomes
- Not integrated into company wellbeing strategies and policies

Medibank wanted to find an exercise solution that encouraged people to incorporate movement, **YOUR WAY.**



# It doesn't have to be all or nothing

In 2020, the World Health Organization ([WHO](#)) updated its exercise guidelines to recognise that exercise can be broken down into smaller daily increments. Physical activity of any duration can be highly beneficial.

## Move this way

Micro-movements offer an effective strategy to increase movement and potentially prevent [chronic disease](#) risk factors.

**Research tells us sitting for >30 mins with no break increases likelihood of negative health impacts**

**Even if we exercise regularly but spend majority of the day sitting, we are still at risk of sedentary health consequences**





# What is the health of Australia?

**The majority of Australians are above a healthy weight. Australia is the 8th heaviest nation in the OECD**

- 1 in 2 Australian adults do not get enough exercise to maintain their health
- Almost half of working adults spend the majority of their day sitting
- Physical inactivity is highest among children and pregnant women
- Staying physically active is a protective factor against cancer, heart disease, stroke, diabetes and dementia

**Poor mental health cost Australian workplaces up to 39 billion per year**

- 1 in 2 Australians experience a mental health condition in their lifetime
- More than half of Australians do not access any treatment
- More than half of Australians report feeling more lonely since the start of the pandemic

**Australia has the 2nd highest rate of cancer in the OECD, however this is in part due to high-quality screening**

- 38% of the burden of chronic disease is caused by modifiable risk factors such as smoking, obesity, poor nutrition and social isolation
- Chronic conditions make up 85% of the total burden of disease in Australia and contribute to nearly 9 in ten deaths.

**Prevention can cost-effectively reduce chronic disease.**

An Australian study of 243 different interventions in health care found that interventions that focused on prevention were mostly cost-effective, making them very worthwhile interventions to invest and fund.



# Our Framework



# Medibank MOVEment Journey.

## Discovering our DNA

Design a wellbeing framework aligned with our organisational vision and values that address the risks associated of sedentary, ergonomics and manual handling.

- ❖ The majority of the Medibank workforce is sedentary throughout the day and on average 75% of the workday day is spent sitting.
- ❖ Musculoskeletal injury due to manual handling or workstation ergonomics is a leading cause of injury across the Medibank Group
- ❖ Sedentary behaviour and being physically inactive creates a higher risk of long-term health conditions such as type 2 diabetes, heart disease, depression, obesity, mental health issues, musculoskeletal disorders and premature mortality.

## Elevate human potential

Health doesn't just help us function; it enables our individual potential. Helping our people elevate their wellbeing and create customised programs

### Prevention

- ❖ Reducing musculoskeletal injury through movement
- ❖ Providing the right equipment inc wireless headsets and sit/stand desks

### Everyday wellbeing & awareness

- ❖ Creating opportunity and inspiration for our people to move intentionally during the day
- ❖ Team meetings and info shares
- ❖ Sharing stories on Viva Engage

### Support & Advice

- ❖ Equipping leaders with skills and encouragement to include movement in the workday
- ❖ Feel Good Health Hub single source of truth for H&W programs

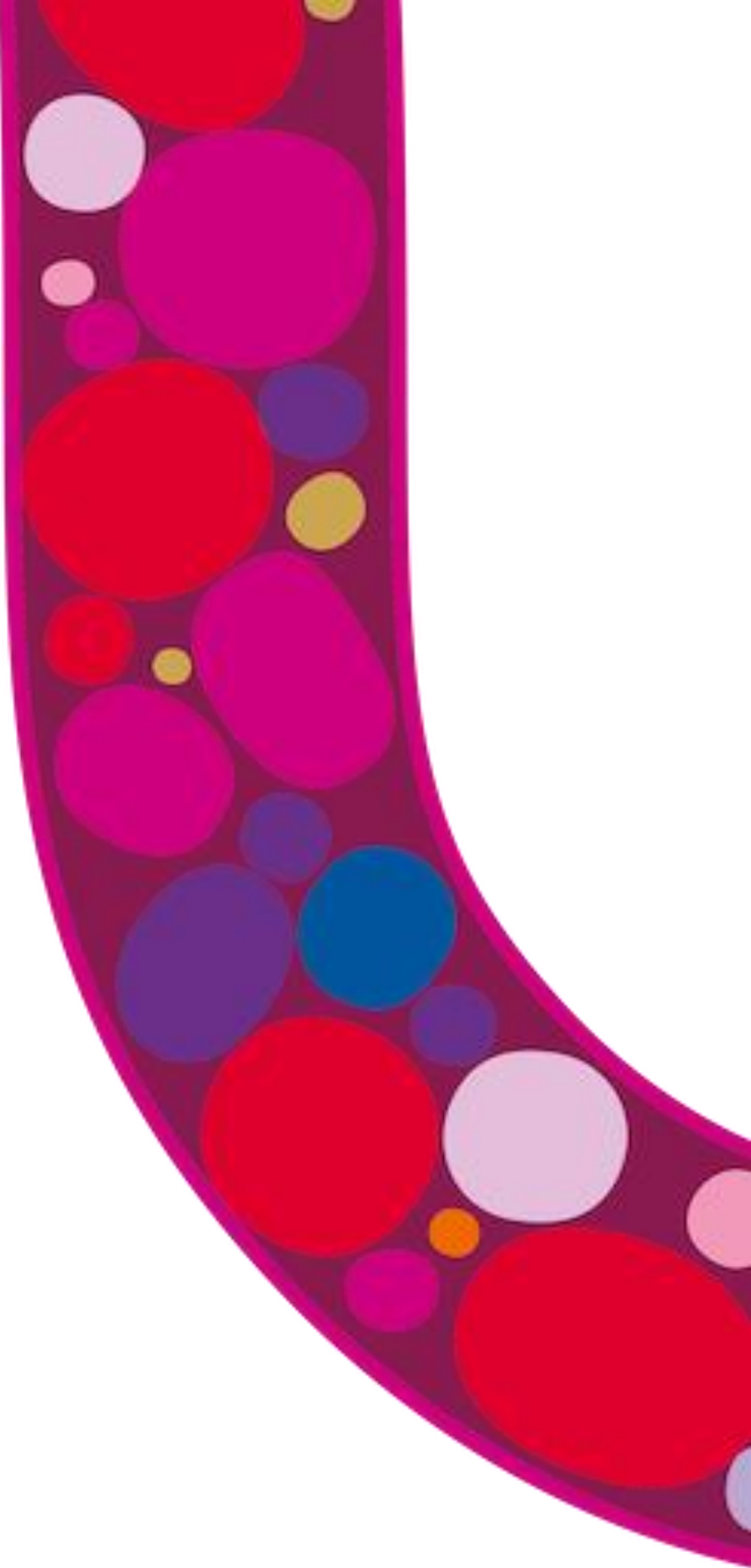
## Inspire the Incredible

Drive engagement and energise the Medibank MOVEMENT program with impactful initiatives including:

- ❖ Expert keynote speaker Lizzie Williamson on the health benefits of movement and easy hacks to embed movement every day, library of 2 minute moves and recordings of all events.
- ❖ Connection events and social benefits of moving together.
- ❖ Leadership capability training to create thriving and psychosocially safe workplaces
- ❖ Wellbeing Champion network upskilling to inspire their team mates to move more every day
- ❖ Communication planning, videos, articles and community programs to inspire healthier humans

# 2 minute moves address business unit key risks

Corporate	Customer Channels	Telehealth	Home Health
Upper body strength/ stretch	Moves to do while boiling the kettle	Desk stretches (while using wired headsets)	Stretching in the car
Lower body strength and stretch (inc hips)	Neck and back stretches while doing eye moments and looking long distance (combatting eye strain)	Energise wellbeing break	Energise after car trip
Reset- Mood lifting	Moves to combat sitting all day	Difficult customer shake off/ reset	Reset (in between patients)
Meeting starter (high energy)	Reengage (Fun dance break)	Restore after big day	Fun and uplifting to start the day
2 minute moves in between meetings	Recharge	2 minute moves while sitting	Fun team meeting ice breaker





Search



## Medibank MOVement Two Minute Moves

Medibank

Unlisted ▾

25 videos 386 views Last updated on 7 Nov 2023



▶ Play all

↻ Shuffle

No description



### 'Boiling the Kettle' Two Minute Moves

Medibank • 2 views • 2 weeks ago



### 'Upper Body Strength & Stretch' Two Minute Moves

Medibank • 6 views • 2 weeks ago



### 'Core & Leg Strength' Two Minute Moves

Medibank • 3 views • 2 weeks ago



### 'Desk Stretch' Two Minute Moves

Medibank • 4 views • 2 weeks ago



### 'Fun Team Meeting' Two Minute Moves

Medibank • 6 views • 2 weeks ago



### Lizzie Williamson keynote launch of our Medibank Movement (15 mins)

Medibank • 2 views • 9 days ago



### Move with Lizzie Williamson Recording from our Healthy Futures Forum (15 mins)

Medibank • 1 view • 9 days ago



### Medibank MOVement Mini Workshop

Medibank • No views • 8 days ago



### Medibank MOVement Introduction

Medibank • 4 views • 9 days ago



### 'Recharge' Two Minute Moves

Medibank • 72 views • 1 month ago



### 'Stand Up' Two Minute Moves

Medibank • 23 views • 1 month ago



### 'Mood Booster' Two Minute Moves

Medibank • 48 views • 1 month ago



### 'Shake It Off' Two Minute Moves

Medibank • 32 views • 1 month ago



### 'Meeting Starter' Two Minute Moves

Medibank • 28 views • 1 month ago



### 'Reengage Fun Dance' Two Minute Moves

Medibank • 58 views • 1 month ago

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# Our learnings - data and insights



## My Voice measures:

“Health and safety is a priority in my team”

“At work I am able to look after my mental health”

“I am satisfied with the health and wellbeing supports and resources provided to me”

**Health interactions** is a new measure based on how many times our people engaged with our H&W programs each year. Includes data such as EAP, wellbeing coaching, pilates classes, library video views, flu vax and webinar attendance.

**58 comments** in Sept23 MyVoice related to specifically to DESKS

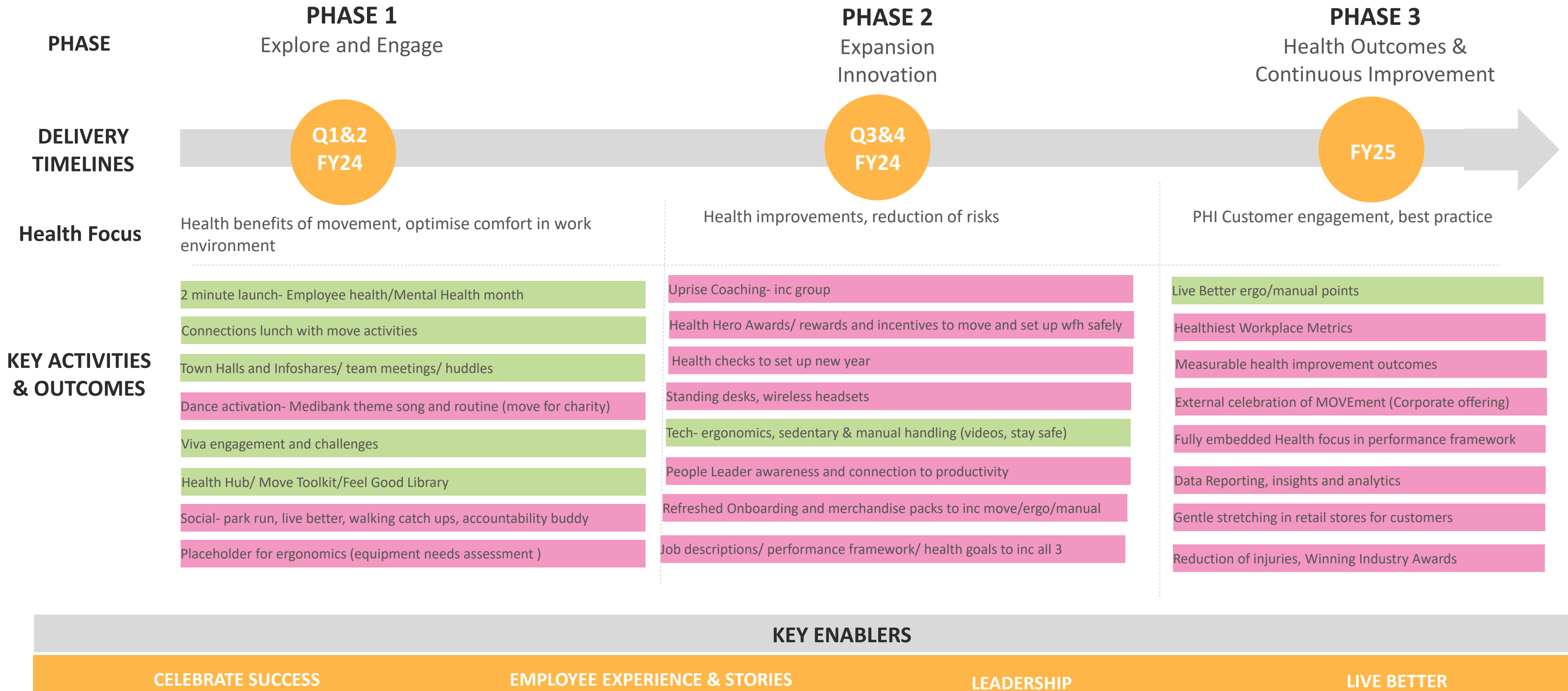
**Video views** and engagement on Viva Engage

**The wellbeing of our people is a key enabler in achieving Medibank’s quest to become Australia's Healthiest Workplace.**

**Engagement with our H&W programs, accessing health supports, connection and our network of Feel Good Champions are all markers of a healthy workplace.**



# Medibank MOVEment (sedentary, ergonomics and manual handling) ROAD MAP



# Stories and unexpected learnings



- Coming into a meeting flat and lacking energy. Lifting mood and energy with a quick 2 minute movement.
- Meetings can find space for a 2-minute move- internal and external attendees
- 500 people moving together in a town hall hybrid meeting
- 2 people did a move in the office and were joined by 8 people walking past.



"Mel, thanks so much for running the wellbeing break during all-hands ... landed so well with the team...I was pleasantly surprise by the number of people that kept their cameras on and were really getting into it."  
Medibank CCO

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A stylized graphic of a human spine, composed of white vertebrae with light blue intervertebral discs, running vertically down the left side of the frame. A cluster of colorful, overlapping circles in various sizes and colors (blue, green, yellow, orange, red, purple, pink) is positioned at the base of the spine, resembling a cluster of cells or a group of people. The background is a solid red color.

# Workplace Wellbeing Initiatives.



# Our Framework.



## Getting To Know You.

- What are our organisations' key challenges regarding employee health?
- What are our key objectives?
- What are our business and people goals?
- What data do we use to track and monitor your programs?

## Ideate & Shape.

- Engage our key stakeholders
- Identify our key pillars and initiatives
- 'Name and frame it'
- Design a calendar of initiatives
- Set our keys measures, metrics and reporting

## Wheels In Motion.

- Consider our environment, policies, people and community
- Coordinate our wellbeing champions to promote & participate
- Design a communication plan
- Gather senior sponsorship and endorsement
- Share program updates and stories

## Write The Story.

- Gather employee feedback via engagement survey or focus groups
- Gather feedback and ideas from your wellbeing champions
- Share statistics and stories
- Document what worked and what learnings were collected

# Client story 1: IGO

## Getting to know you

Linked to the pillar of the IGO wellbeing strategy

## Ideate and shape

5 x tailored and co-branded videos for both demographics

- Keynote by Lizzie on RUOK Day sharing her personal story
  - the science behind incremental movement and
  - the impact on mental health & physical health

## Wheels in motion

- Senior Leadership endorsement
- Comms plan and strategy





# IGO intro video







# Jemena – bringing energy to life

**Problem** – staff feeling tired towards the end of a busy year. The HR team wanted to find a way to help staff feel re-energised, connect, have fun and create healthy habits that extended beyond the event.

**Solution** – Lizzie attended their offsite end-of-year staff event to share her experience with movement and take the team through two minute moves

**Outcome** – Jemena are now exploring a digital library to integrate into their HWB strategy.

The team feedback was very positive with Lizzie across different business units.





**Join the movement!**