



# Quilpie Shire Council Workplace Wellbeing

# Tyranny of Distance

- Psychology – Virtual Only  
200Km (State Service) or 828Km (Private)
- Skin Clinic – 2 Visits per year – Waiting list of 40 people
- Hearing Test – 478Km



# Workplace Wellbeing Week 2023



- One-on-one sessions with Council's EAP, Dr Lisa
- Skin Checks & Excisions
- Hearing Checks
- Blood Pressure & Blood Glucose Checks
- Full day course – 7 Habits of Fit & Healthy People
- Laughter Clinics focusing on Mental Health & Suicide Prevention
- Tour of Quilpie Gym facility (subsidised memberships on offer)
- One-on-one consultations with Services Australia, Salary Packaging Australia, BUPA and Brighter Super
- Guest speaker from Donate Life – Tissue & Organ Donation

# Employee Assistance Provider (EAP)

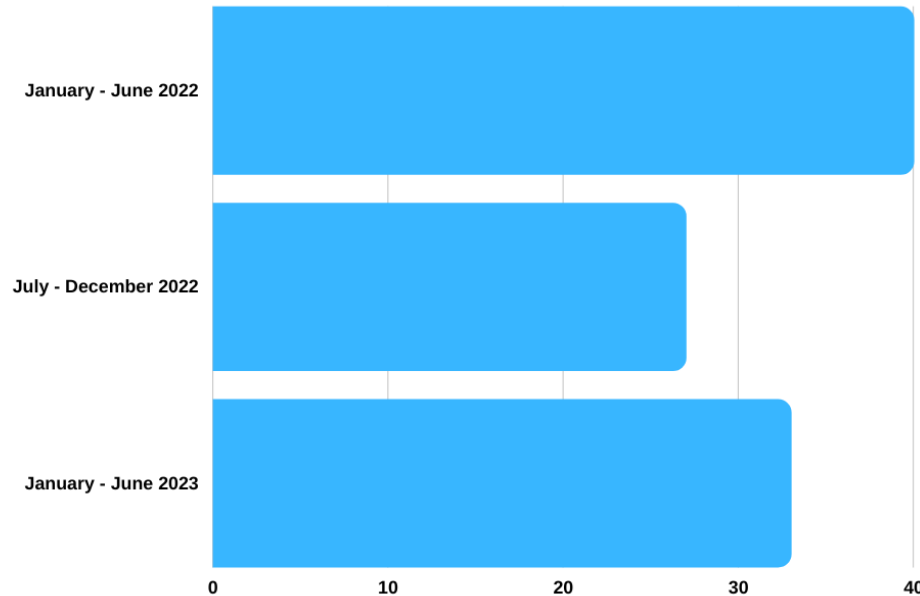


- Despite the fact that 94% of staff advised in 2020 that they are aware of Council's EAP (as per the 2020 Staff Survey results), the existing EAP service had not been utilised at all by staff (or management) between 2018 and 2020.
- For the period December 2015 to March 2021, a total of 5 appointments had been utilised.

# Introducing Dr Lisa

- 24 hours per day, 52 weeks per year
- Unlimited sessions per employee via phone or zoom
- Two site visits per year for staff to hold face to face sessions
- Services available to immediate family members & Councillors
- Professional development /team building sessions

EAP service use between Biannual periods QSC



# Skin Checks

- Lack of GP Services – over 100 days without a GP in 2022
- Bi-annual skin clinics – Over subscribed with a constant waiting list
- Staff unwilling to take time off for GP visits or to travel for appointments



# The Results



	May 2021	June 2022	February 2023
Participants	55	61	56
% of participants first skin check	38%	21%	13%
% of participants sunburn in the last 12 months	51%	51%	52%
% of participants spots of concern	47%	49%	41%
% of participants needing procedure	35%	38%	39%

# Hearing Checks



- Lack of Occupational hearing check services in region
- Lack of Occupational Noise Assessment available in region
- Prior to 2021, Council had no indication of hearing health of employees
- Hearing checks are now conducted every 2 years on all employees that work in a noisy environment, with checks being optional for employees that don't work in a noise environment



# The Results



	2021	2023
Participants	62	48
% of participants with greater than 5% biaural hearing loss (trigger point for Industrial Hearing Loss)	19	18

As a result of the hearing checks conducted in 2021, 5 employees underwent additional testing by an Ear, Nose and Throat specialist.

