

Flexible Work Practices at West Coast Home Care

Staff WELLBEING Sessions

Wellbeing sessions are scheduled to occur once a month.

Each staff member is provided with a half hour session of relaxing massage, either foot or body, by an Accredited Remedial Massage Therapist and Reflexologist.

The professional practitioner is contracted by the organisation to provide the sessions once a month over a 12-month period. She provides all of her own equipment and sets up in the Meeting Room, with a screen to provide additional privacy.

The treatments are eagerly looked forward to. Partners/ family members receive treatment at their own expense.

The sessions began as a one-off "treat" for staff members on the conclusion of a triple quality audit (QIC, SEP, and HACCC). It was so successful that when the possibility of ongoing treatments was raised everyone concerned delightedly accepted it.

Benefits:

- Staff members feel valued and morale has improved
- Staff members rarely take sick leave, their wellbeing has improved, and they are more aware of preventative measures through the wholistic education.
- WCHC has a local reputation as a "preferred employer".
- The practitioner has gained additional work and clients through also being available for family members.
- The practitioner has agreed to provide treatment sessions for clients participating in our new project "Outside the HACCC Square Social Support".
- The half-hour sessions are provided at a reasonable cost and clients are asked to make a contribution where possible.

