



The Western Australian Meat Industry Authority (WAMIA) is a statutory authority whose primary function is to survey and keep under review the establishments and facilities utilised for the sale of livestock

Medium-sized business  
(20-199 workers)

Agriculture, forestry and fishing industry

## Background

WAMIA was directly referred to the HCHF team by Healthier Workplace WA (HWWA).

Discussions with Brooke Meredith, Business Support Officer, enabled the HCHF team to gain a greater understanding of WAMIA's unique business and their workplace health promotion (WHP) activities. They also allowed HCHF to determine the key barriers and enablers at play within the organisation that support and encourage workers to engage in healthy behaviours.

At WAMIA there was:

- a good understanding of health risk factors specific to their industry and workplace
- strong management and staff support for WHP activities, in particular for healthier options at catered events
- kitchen facilities available to staff (microwave, sandwich press, urn and fridge) that encourage healthy eating and drinking behaviours

## HCHF service

These discussions also helped to identify areas where HCHF could provide assistance:

### Catering

Food and drink provided at functions and events, including training courses, meetings and functions provided by an external provider or by internal staff.



### Onsite café / canteen / kiosk

The canteen, kiosk, or café at the workplace.



- Catering at WAMIA is either prepared internally (biscuits, fruit) or sourced from an external provider (Subway or local café)
- WAMIA's Muchea site has an onsite canteen that operates twice a week on livestock sale days

## The plan

### Goal

To create supportive environments where healthy behaviours are encouraged by influencing the supply of food and drink in the workplace

### Objectives

To increase the **supply** of healthier food and drink choices available to workers at catered events and in the onsite canteen.

To increase the **support** for healthier food and drink options at catered events

### Strategies

Ensure the **availability** of healthier food and drink items on offer at catered events and in the onsite canteen. Utilise **food preparation** (methods and ingredients) to increase healthier food and drink choices in the onsite canteen  
Develop and implement catering **guidelines**



## The process

These strategies complement other nutrition-focused activities already in place, such as the dissemination of tools and resources from HWWA and My Healthy Balance that promote and educate staff on healthy eating.

- Positive management and worker feedback regarding catering reform has provided support for Brooke to progress with catering guidelines. Brooke is also driving change at the Muchea canteen as a result of the management support she has received.



## The process (continued)



- Being a small organisation, there is not currently a need for a health and wellbeing committee, however introducing policy/guidelines and/or a health and wellbeing plan will ensure initiatives are sustainable
- The HCHF team assisted with the development of catering guidelines, which included general catering recommendations, as well as a Subway menu colour-coded 'Green' based on HCHF nutrient criteria to guide catering decisions
- The team also prepared a report of feedback and recommendations for Muchea's onsite canteen to highlight healthier food and drink options.

This included changes to cooking methods and ingredients, portion sizes and product substitutions, as well as an overall rating for recommendations as 'Green' or 'Amber' based on HCHF nutrient criteria

- Brooke is in the process of finalising catering guidelines and plans to include them in the staff handbook individuals receive during their induction. She also plans to discuss the report and recommendations with Muchea canteen staff and hopes to action change based on these strategies

## Results



- To kick off the health and wellbeing initiatives at the Midland office, management held a meeting to brainstorm ideas and suggestions and to determine support for changes. Both staff and management were very open and supportive of change
- Changes were small and gradual and included:
  - » gradually phasing out chocolate biscuits at catered meetings
  - » introducing healthier alternatives such as fruit, small muffins, dried fruit & nuts
  - » sourcing healthier choices from the local café in accordance with HCHF recommendations which included salads and wholemeal sandwich and wrap options

» implementing catering guidelines to provide recommendations around catering best practice

- To further encourage and promote healthy choices, healthy eating posters were also displayed in meal preparation areas
- At the Muchea site, providing healthier choices is now on the agenda. Both the site manager and canteen manager are exploring ways to introduce healthier options in the canteen. They are currently experimenting with healthier hot meal options and providing samples for staff to try
- They are also introducing healthier options at catered events in line with Midland's catering guidelines.

## Feedback



The feedback at the Midland office towards changes to catering has been very positive:

- some staff reported that they didn't even miss the Tim Tams!
- WAMIA is experiencing a shift in their workplace culture, where staff are taking an active interest in their health, engaging in healthier eating behaviours and supporting the healthier changes within in the workplace

## Tips for other workplaces



The staff responsible for health and wellbeing at WAMIA have the following tips for workplaces thinking about introducing similar food environment changes:

- gaining both management and staff support is crucial to the success of a WHP program
- getting people involved early on in the planning stages helps to build a sense of ownership and empowers individuals to play an active role in health and wellbeing initiatives

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