



# Rio Tinto Kestrel Coal Achieve Health Program 2010/2011

In 2010 Kestrel Coal launched the Rio Tinto Achieve Health program with the assistance of Corporate Bodies International (CBI). The aim of this program was to improve the health and wellbeing of employees and their families in the Central Queensland community of Emerald.

## Tailored Design

The Achieve Health program is a Rio Tinto national corporate health and wellbeing initiative. At Kestrel Coal, Corporate Bodies International have worked with the Achieve Health program and Kestrel employees and their families to deliver a program specific to the needs of the site. This tailored approach has optimised the success of the program through high participation and wide-spreading health improvements.

## Targeted Interventions

To assist employees and their families to improve their health and wellbeing, the Achieve Health program at Kestrel was delivered over a 12 month period with regular health interventions targeted to the needs of the Kestrel community. The health assessment component of the program is offered annually, with a variety of complimentary health and wellness interventions offered each calendar year.

In 2010 the Achieve Health Program involved:

- Communication session toolbox talks.
- 30 minute Achieve Health Assessments – biometrics and questionnaire conducted by CBI health professional.
- CBI's health assessments provided for partners.
- 12 months access to myhealth: online health tracking and coaching resource for employees.
- Risk management strategy including individual health coaching consultations and follow-up offered to employees, partners and their families.
- BeActive 10 week physical activity and weight-loss challenge for all employees.
- Nutrition Detectives seminars for employees and their partners.
- Healthy lunch campaign targeted at surface employees to promote importance of taking a lunch break away from the desk.
- Healthy breakfast campaign targeted at underground employees to promote importance of having breakfast for fatigue management and optimal health.
- Onsite tailored Achieve Health Notice Board.



“...the variety of food offered was great and it motivated me to get out of the office to eat lunch in the future”

- healthy lunch campaign

“I always eat bacon and eggs but gave the cereal a try and I have decided it's quite tasty and might start having it in the future”

- healthy breakfast campaign

“The quick, healthy breakfast ideas were great and make it a lot easier to fit breakfast in before day shift”

“Corporate bodies has assisted me to not only improve my health, but also the health of my family... it has changed our family for the better”

Quotes from participants

## Positive Outcomes

- Initial toolbox talks achieved >70% initial sign up to the program with employees.
- Advanced health assessments and follow-up consultations were offered to all permanent employees and their partners. These were conducted off site and out of work hours (at CBI Emerald office). 65% (240) of the employees at Kestrel and 86 of their partners had a health assessment which placed Kestrel at the top of the Rio Tinto Coal Australia sites in terms of participation (41.6% of the 598 health assessments for Rio Tinto Coal Australia were Kestrel employees).
- Initial health assessment findings used to effectively identify key trends in employee health and lifestyle and follow-up initiatives were developed from this; including the healthy breakfast and lunch campaign, weight loss challenge and nutrition seminars.
- BeActive 10 week walking and weight loss challenge involved 23 teams of 4 people. The winner of the weight loss challenge achieved a 9.2kg weight loss during the competition and through the continued dietary and exercise support post-challenge, he lost a total of 21.6kg in 2010.
- Nutrition Detectives seminar engaged the partners of employees equating to ~40% of participants.
- Healthy breakfast campaign attended by ~160 individuals over a 4 week period.
- Healthy lunch campaign attended by ~50 employees each day for a week. At three months post campaign surface employees are still making time to leave their desk for a healthy lunch.

## Sustainable Impact

The initial implementation of the Achieve Health program at Kestrel has demonstrated that the CBI tailored program design has allowed the Kestrel program to achieve the highest participation rates of all Rio Tinto sites in 2010. The interventions offered as part of the 12 month program has engaged employees and their families to make positive, sustainable improvements to their health and wellbeing. The 2010 roll-out of the Achieve Health program has created a solid platform on which to expand the Achieve Health program and continue to improve the health and wellbeing of all Kestrel employees and their families into the future.

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