

## **HR19 Health and Wellbeing Policy**

### **Application of the Policy**

This Policy applies to all Employees.

### **Scope**

The Organisation values the health and wellbeing of its employees. Through this policy, the Organisation aims to:

- a) Build and maintain a workplace environment and culture that supports healthy lifestyle choices;
- b) Increase worker knowledge and awareness of health and wellbeing;
- c) Facilitate workers active participation in a range of initiatives that support health and wellbeing.

### **Objectives**

The Organisation will:

- a) Develop, in consultation with employees, workplace specific programs and procedures to address lifestyle, health, fitness and safety issues.
- b) Encourage employees to take periodic annual leave (where relevant) to maintain a position balance between work, family and friends.
- c) Encourage workers to be more physically active by making provisions in the workplace for activity opportunities (including reducing sitting time where relevant and practical).
- d) Actively promote exercise, healthy eating and a smoke free environment to improve or maintain employee's own wellbeing and that of all employees.
- e) Provide confidential assistance and counselling services that benefit all employees.
- f) Provide targeted health and wellbeing programs such as flu vaccination.
- g) Support workers to quit smoking.
- h) Increase worker knowledge and awareness around key health topics.

### **Responsibilities**

Workers are encouraged to:

- a) understand this policy and seek clarification from management where required;
- b) consider this policy while completing work-related duties and at any time while representing the Organisation;
- c) support fellow workers in their awareness of this policy; and
- d) Support and contribute to the Organisation's aim of providing a safe, healthy and supportive environment for all workers.

Managers have a responsibility to:

- a) ensure that all workers are made aware of this policy;



- b) actively support and contribute to the implementation of this policy, including its goals and objectives; and
- c) manage the implementation.