



# Committed to our staff's health and wellbeing

**Promoting good health and preventing chronic disease is our core business, and so VicHealth is committed to providing a workplace that protects and promotes the health and wellbeing of our staff.**

VicHealth was the second workplace in Victoria to achieve all five benchmarks in Healthy Together Victoria's Achievement Program\*. Taking part in the program helped us to formalise a lot of existing practices and introduce some new ways of working, particularly in the priority health areas of smoking, physical activity, mental health and wellbeing, healthy eating and alcohol.

“  
**As a leading health promotion organisation in Australia, we will continue to show leadership as a healthy workplace and prioritise the health and wellbeing of our workforce.”**

Jerril Rechter, CEO

## **VicHealth's Health Promotion Staff Charter sets out our commitment to a healthy workplace:**

“We recognise the influence a workplace has on the physical, mental, economic and social wellbeing of employees and, in turn, the health of their families, communities and society. We firmly believe in the importance of providing a workplace environment that protects and promotes the health and wellbeing of all staff. The health and wellbeing of our workforce is a priority. We commit to:

- creating a supportive environment, conditions and culture that enables good health
- working collaboratively with staff to create and maintain a healthy workplace.”

## VicHealth is creating and maintaining a healthy workplace through:

- supportive leadership and management
- staff consultation and engagement processes
- an Employee Wellbeing and OH&S Committee, which includes representatives from across the organisation and has oversight of the healthy workplace program of activity
- a range of organisational policies and practices to support good health and wellbeing
- provision of support and tools (i.e. assistance through the Employee Assistance Program; information on local support services)
- a safe and supportive workplace environment.

## Here are some of the things we're doing in each of the priority areas:

### Smoking

- Smokefree Workplace Policy
- Financial support for employees who wish to quit or cut down their smoking
- Assistance accessing GP or counselling support

### Physical activity

- Physical Activity Policy
- YMCA membership discounts
- Reimbursement of costs associated with external sporting clubs and wellbeing opportunities
- Events and activities available within the workplace (e.g. personal training, Pilates)
- Communal bike available to staff to encourage active travel to meetings
- A supportive physical environment including sit-to-stand desks, standing meeting rooms, bike racks, and showering and changing facilities

### Mental health and wellbeing

- Mental Health and Wellbeing Policy
- Companion dogs in the workplace
- Flexible working arrangements including initiatives to facilitate work–life balance
- Creative spaces including innovation area with bean bags and lounges; art, colour and plants throughout the workplace
- Initiatives to build staff morale, connectedness and a supportive workplace culture (i.e. annual employee culture champions)
- People and Culture Team trained in providing mental health first aid
- Activities such as BYO lunches with guest speakers

### Alcohol

- Alcohol and Drugs Policy
- Support to employees who are experiencing difficulties with drugs or alcohol
- Workplace culture around responsible consumption which respects individual choices to drink or not drink

### Healthy eating

- Healthy Eating Policy and Catering Guidelines
- Preferred caterers list with menus classified as red, amber or green in line with the Healthy Choices guidelines for workplaces
- A healthy eating environment (i.e. red foods discouraged in staff communal areas)
- Subsidised healthy food and drink provided by VicHealth (i.e. fruit box)

These policies and initiatives are just the start of our journey. Together, we will continue to find and implement ways to make VicHealth a healthier workplace.

**For more information on VicHealth's healthy workplace initiatives, please contact the VicHealth People and Culture Team.**

*\* The Healthy Together Victoria Achievement Program is an initiative of the Victorian Government that helps workplaces to embed health and wellbeing in their organisational culture. It sets benchmarks for five health priority areas, and awards recognition to workplaces that achieve them.*