



How healthy is your workplace?

Healthy employees are more productive, engaged and are less likely to get injured. Health promotion is key to an effective Occupational Health and Safety (OHS) strategy to ensure the workplace supports staff physical and mental health. This checklist will help you to identify strengths and improvement areas across the 4 elements which affect staff health at work.

Central Bayside Community Health Services offers free support via a personal health promotion consultant to implement a no/low cost strategy which addresses any gaps below
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Workplace culture

- We have health promoting policies (i.e. job stress, mental health, healthy catering, smoke-free workplace)
- Our managers have access to training to support staff with mental health issues
- We formally recognise & give staff feedback
- Staff are involved in planning & providing feedback
- We include information about policy requirements in staff induction and training

Health & wellbeing opportunities

- We promote services for mental health, alcohol and drug support, and smoking cessation to staff
- We offer staff training around stress reduction, mental health, and other wellbeing topics
- Education resources are available on health risks and low/no cost prevention and treatment strategies
- Staff are encouraged to share health tips (i.e. healthy recipes)

Environment

- We have facilities that support active travel (bike racks, lockers, showers) and healthy eating (food preparation and storage areas)
- At least 50% of onsite food/drinks are healthy options
- If alcohol is provided at work events, we comply with Responsible Service of Alcohol requirements
- We don't expose staff to second hand smoke, bullying, harassment, discrimination, or job stress

Local connections

- We encourage staff to be involved in community events (i.e. RU OK? Day, National Nutrition week)
- We offer social opportunities that involve the families of staff
- We encourage healthy fundraising & sponsorship
- We promote local opportunities for activity (i.e. recreation facilities) and healthy food providers
- We have healthy staff discounts (i.e. gym facilities)