Add Company Logo

**Wellness Policy**

Supported through the SafetyCheck Application

**Commitment Statement**

At [Insert Company Name], we are committed to fostering a safe, healthy, and supportive work environment that promotes the physical, mental, and emotional wellbeing of all workers. We recognise that a healthy workforce is not only essential to productivity and performance but also central to maintaining a safe and positive workplace culture.

Our commitment includes:

* Supporting both **physical and mental health** across all worksites.
* Encouraging **healthy lifestyle choices** among all staff and contractors.
* Raising awareness about wellness topics, including **mental health, stress, nutrition, and substance harm reduction**.

As part of this commitment, we use the SafetyCheck App to share wellness resources, communicate policy updates, and encourage worker feedback on health and wellbeing initiatives.

**Objectives & Strategies**

To support wellness at work, [Insert Company Name] will:

* Encourage physical activity by providing opportunities to move during the workday and limit prolonged sitting (where practicable).
* Promote healthy eating by supporting nutritious food options at team events or shared spaces.
* Provide access to guidance on **safe alcohol use**, the effects of smoking, and support for smoking cessation.
* Share wellness content related to mental health, sleep, hydration, fatigue, and stress management through the SafetyCheck App.
* Involve workers in shaping wellness initiatives by allowing them to **provide feedback and ideas** through theSafetyCheck App.

**Scope**

This policy applies to:

* All workers employed by or contracted to [Insert Company Name], including full-time, part-time, and casual employees, subcontractors, and visitors where applicable.

**Roles & Responsibilities**

**Workers are encouraged to:**

* Read and follow this policy and ask for clarification if unsure.
* Consider this policy when representing the business or completing work-related tasks.
* Support a healthy, respectful, and positive team culture.
* Participate in health and wellbeing initiatives and provide honest feedback.

**Managers and Supervisors will:**

* Ensure all workers are made aware of this policy and their role in supporting wellbeing.
* Promote health and wellness initiatives using available communication channels.
* Lead by example by engaging in wellness efforts and checking in on team wellbeing.
* Monitor and review the effectiveness of wellness efforts and worker participation.

**Communication**

To ensure awareness and alignment:

* This policy and related resources will be uploaded to SafetyCheck for all workers to access.
* Wellness-related alerts, updates, and initiatives will be shared via SafetyCheck or toolbox briefings.
* Workers will be encouraged to offer suggestions and feedback through the SafetyCheck Observation Card function or directly with managers.
* Updates to this policy will be clearly communicated to all workers and accessible through the app.

**Monitoring & Review**

This policy will be reviewed **12 months after its implementation**, and annually thereafter.

Reviews will include:

* Feedback from workers and supervisors gathered through SafetyCheck and toolbox discussions.
* A management-led evaluation of whether objectives have been met or need adjustment.
* Updates based on changes in relevant health guidance or organisational needs.

**Company Details**

Company Name: [Insert Company/Trading Name]

Officers/Directors: [Insert Name(s)]

Date: [Date]

Signed: [Signature(s)]

Next Review Date: [Date]