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FAQs for managers

Q: What is a health and wellbeing program?

Put simply, a workplace health and wellbeing program supports and encourages employees to adopt, maintain and recognise healthy behaviours that will support good long-term health.

It should address a number of areas that could influence employee behaviours, including creation of policies, addressing negative social behaviours and changing the physical environment so healthier choices are easier to make and maintain.

Typically, a program looks at health issues that lead to increased chronic disease, such as smoking, healthy eating, physical activity, wellbeing and alcohol consumption. It is often considered that addressing more than one risk with a range of strategies will drive stronger participation and outcomes.

However, addressing these issues with changes to the environment and culture in the workplace, does not have to be expensive, nor require large amounts of resources.

Q: What's in it for my business?

Employees who are encouraged to be healthy, have their program ideas recognised and implemented are more likely to feel satisfaction leading to increased workplace morale.

This can have the flow-on effects of improving efficiencies, improving employee/employer relationships and fellowship with co-workers. Over time, this transfers over to improving the business outcomes for your organisation.

Additionally, you will have a fitter, stronger and healthier workforce that's likely to be more emotionally positive. Research shows that healthy employees are more than three times more productive than unhealthy counterparts.¹

¹ Medibank Private 2005, February, 2012. The health of Australia's workforce, <http://www.medibank.com.au/About-Us/Publications.aspx>

Q: Where can I access support?

The Healthy Workers – Healthy Futures Initiative helps you start planning and delivering a workplace health and wellbeing program. If you can't get started by doing everything internally, you may need to source external assistance.

The toolkit includes tips on how to attract employee champions to support your program, and advocates for the formation of a Health and Wellbeing Committee to conduct much of the planning and implementation as a team.

There are lots of workplace health specific services and resources that can be accessed (sometimes at no or little cost) to support your progress.

Head to the *Healthy Workers – Healthy Futures* initiative webpages to see what services already exist to support workplaces to become healthy.

If the workload still appears too large, consider engaging a specialist provider who can develop a program that meets your requirements. Alternatively the provider can develop elements of your program, such as workshops, seminars or health checks. See our *Engaging Service Providers fact sheet* for tips.

The Health and Productivity Institute of Australia is one peak association that accredits private health and wellbeing program providers in Australia (www.hapia.org.au) and may be of some use if you are looking for a provider.

Q: We are a small business, what can we do?

Each step of the toolkit has a checklist that includes information for small business,

The toolkit includes planning suggestions based on varied resourcing levels, simple ways of getting ideas from your employees and how to hold activities, either at little or no cost.

Health and wellbeing programs are self-developed and can be scaled up and down according to the capacity of the business.

Q: What are others doing?

Read our case studies, available on the Healthy Workers webpages, to see what's happening in other workplaces and get ideas for what's possible at your workplace.

Further information

To access the toolkit, tools and associated resources visit the *Healthy Workers – Healthy Futures Initiative* at www.sahealth.sa.gov.au/healthyworkers

Contact information

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