

Health and Wellbeing Policy

Section 1 - Background and Purpose

(1) To create a workplace environment where the health and wellbeing of employees is highly valued and to prevent injury and illness through a culture of health promotion, injury prevention and early intervention.

Section 2 - Scope/ Application

(2) This Policy applies to:

- a. All University Campuses and Research Areas.
- b. All University staff.

Section 3 - Policy Statement

(3) La Trobe University confirms its commitment to integrating Wellbeing into our business to ensure the health and wellbeing of our staff is supported through:

- a. Providing and maintaining a healthy workplace which promotes the physical and mental wellbeing of our staff
- b. Promoting and encouraging participation in workplace health and wellbeing initiatives within and outside the workplace
- c. Raising awareness about the issues that impact on health and wellbeing, including physical, mental and social aspects
- d. Make best use of internal communication tools to promote and provide information and services to improve wellbeing
- e. Establishing measurable objectives and targets to track our success
- f. Supporting continuous improvement in health and wellbeing

Section 4 - Procedure

(4) Nil.

Section 5 - Definitions

(5) Nil.

Section 6 - Stakeholders

Responsibility for implementation – Wellbeing Manager; Director, Workplace Relations & Safety and Manager; Health, Safety and Environment.

Responsibility for monitoring implementation and compliance – Senior Executive Group; Senior Leadership Team; Heads of Schools and Divisional Directors.

Status and Details

Status	Current
Effective Date	31st January 2017
Review Date	31st January 2019
Approval Authority	Senior Executive Group
Approval Date	31st January 2017
Expiry Date	Not Applicable
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