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Healthier Work XL Recognition Strategy

Key objectives: To create a healthier work environment for organisations with 200+ staff through the development of 12 month health and wellbeing plans tailored to suit the requirements of all staff within the organisation.

Project plan:

Step 1 – initial meeting

Healthier Work will initially meet with the key contact at the organisation to outline the Healthier Work program and discuss next steps.

Step 2 – Appoint a Champion of Champions (CC)

The CC will provide the energy and organisation for the departmental champions across the organisation. The CC will monitor each department's 12 month health and wellbeing plans, seek feedback on strategies/activities and any barriers that may be occurring and if there's assistance they need to achieve strategies. Any information from Healthier Work will be sent through the CC who will then pass on to Local Champions. **Healthier Work is here to assist the CC every step of the way.**

Step 3 – Find your Local Champions & take part in training

The Local Champions and the CC will take part in a one hour training session delivered by Healthier Work, to be conducted at a time suitable to the organisation. Each participant will receive a workbook, and at the completion of the training each participant will be equipped to:

- Understand the best practice in developing a health and wellbeing program across their department;
- Be informed of the benefits for the employer and employee of having a 12 month health and wellbeing plan in place;
- Assist their area/department to develop a 12 month health and wellbeing plan by:



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- Completing the [ACT Healthy Workplaces Work Audit Tool](#)
- Gain commitment from management of each area to become Healthier Work Recognised
- Deploy the [ACT Employee Online Health and Wellbeing Survey](#)/discuss with staff what they would like in the plan
- Draft the 12 month health and wellbeing plan for review by the CC and Healthier Work
- Each department/area to become Healthier Work Recognised

Step 4 – Becoming Healthier Work Recognised

Once 50% of departments/work sections across the organisation have developed a 12 month health and wellbeing plan each Local Champion will receive a certificate for their work area. The organisation and the CC will receive a trophy.

Step 5 – Ongoing support offered by Healthier Work

Local Champions and the CC will be signed up to the Healthier Work e-newsletter, personalised emails will be sent for the Local Champions to forward to their colleagues regarding their 12 month health and wellbeing plan and invitations will be made available to regular mentoring lunches to enable networking with other workplaces involved with the Recognition Program.

Step 6 – Evaluation

Healthier Work will assist the organisation to evaluate their 12 month health and wellbeing program. This will allow for changes in health and wellbeing attitudes and awareness to be monitored along with staff morale, engagement and other factors as agreed.

Contact Christine Spicer, Healthier Work Manager on 6207 1692 or email healthierwork@act.gov.au for more information.