

Healthier  
Work.



# The Healthier Work program

September 2023

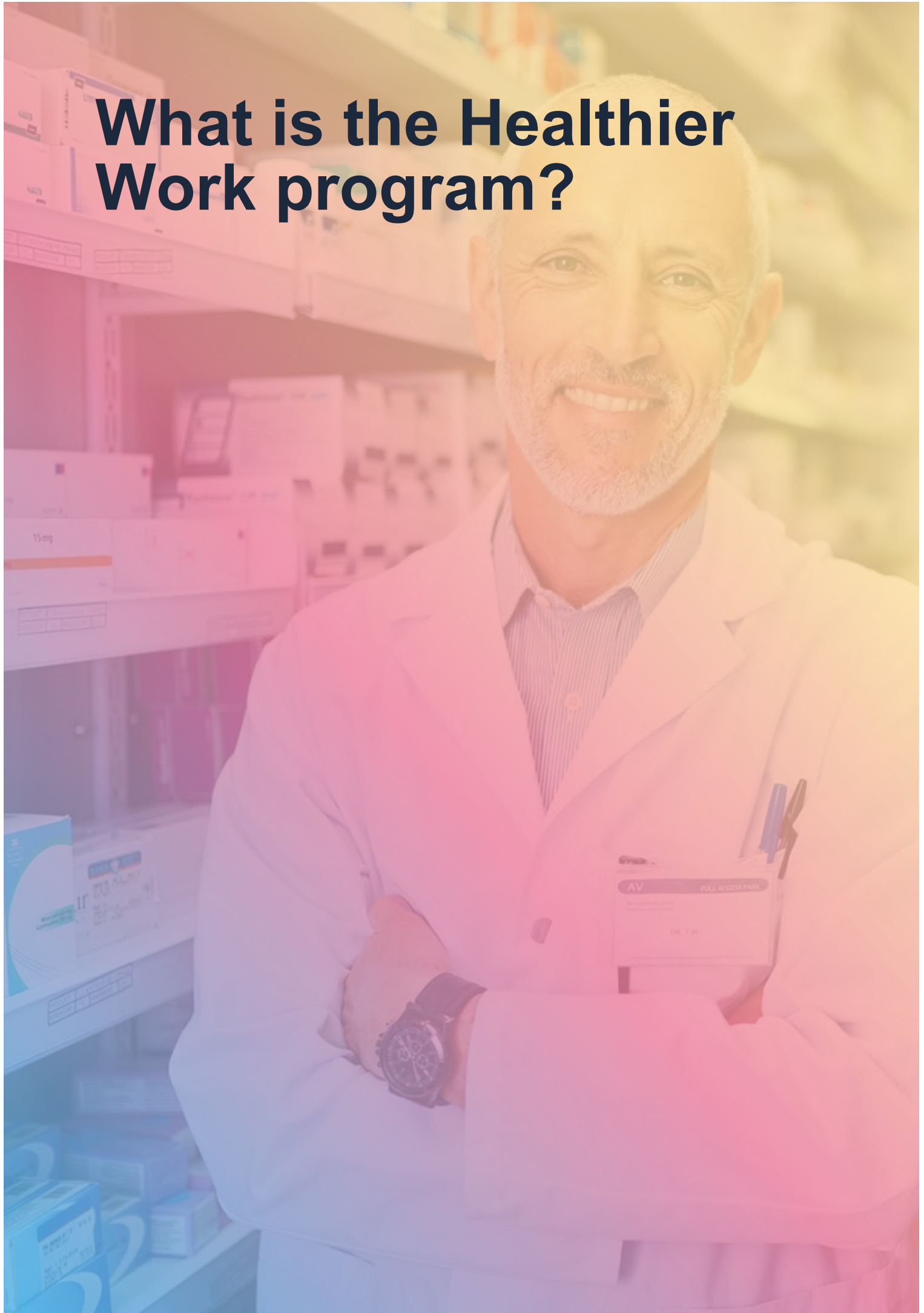


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# What is the Healthier Work program?



# The Healthier Work program

The ACT Government is committed to a healthy Canberra. Across the community, we’re finding ways to improve people’s quality of life and wellbeing.

## Support and guidance

Our **free** Healthier Work program is designed to support employers to create healthy and safe work environments for Canberrans. Along with helpful resources, the program offers:

- » information and support for managers and leaders
- » a tiered recognition scheme with promotional benefits
- » regular up-to-date news and ideas about workplace health and wellbeing initiatives
- » networking opportunities
- » events and seminars
- » experienced Healthier Work advisors to meet with you in person or online to provide customised advice and guidance.

## Recognition levels

Businesses that participate in the Healthier Work program can be publicly recognised for taking an integrated approach to health, safety and wellbeing. There are four recognition levels in the program. As businesses make progress in creating a healthy and safe workplace, they have the opportunity to move up levels.



Recognised	Silver	Gold	Platinum
Organisations at this level want to improve the mental and physical health of their workplace.  They are actively seeking information and advice and want to implement workplace health, safety and wellbeing plans.	Organisations at this level are proactively implementing work health, safety and wellbeing strategies.  They have evidence of integrated activities for mental and physical health.	Organisations at this level are implementing embedded work health, safety and wellbeing plans and strategies.  They have evidence, including measured outcomes, of integrated activities for mental and physical health.	Organisations at this level are implementing embedded work health, safety and wellbeing plans and strategies.  They have evidence of comprehensive and integrated activities for mental and physical health. They show measured positive outcomes over time.







# The Healthier Work pledge

When organisations join the program, they sign the Healthier Work pledge and join a growing community of Canberra businesses committed to providing safe and healthy workplaces.

Making a workplace commitment is the first important step to achieving a healthier workplace. The Healthier Work pledge demonstrates your business commitment, communicates your key promises and unites your team.

As part of the program, you will receive a customised, signed and framed pledge to display in your workplace. This pledge shows your employees and customers your commitment to health, safety and wellbeing. [Read the Healthier Work Pledge](#)



## Our commitment to Healthier Work

**Business name**

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A healthy workforce is central to our business success.

This is our **organisational pledge** to protect, support and promote good mental and physical health in our workplace. We will make employee health, safety and wellbeing a priority in all business decisions.



We pledge to:

- + provide the required resources, support and training so employees can do their work and are empowered to maintain their physical and mental health
- + regularly review and improve our workplace culture, practices and policies so they align with our commitment to employee health and wellbeing
- + strive to exceed our WHS obligations to provide and commit resources to achieve a safe physical and psychological work environment
- + promote respect, dignity, and positive interactions so our workplace is safe and inclusive
- + create a work environment that supports work-life balance through the way work is organised and delivered
- + foster open and honest communication by actively listening to and consulting with our employees
- + encourage employees to seek help when needed and provide access to support resources and services.

As a business, we will guide our leaders and employees in this commitment to healthier work.

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MLA Minister for Industrial Relations and Workplace Safety	Business signatory Position Business Name
Date	Date



# Business recognition

For your efforts, your organisation and your employees will reap the benefits of a healthier workplace. Plus, the higher you progress in recognition, the greater the opportunities for networking, promotion and sharing your story.

As part of the Healthier Work program, your business will have access to information, resources and a Healthier Work advisor to assist you in creating a healthier workplace. Your business will also receive promotional and recognition opportunities, such as:

- » Certificates and trophies
- » Events and networking
- » Digital signature and badge
- » Web profile
- » Staff recognition pack
- » Social media promotion

## Recognition signatures and badges



## Staff recognition pack



## Trophies and certificates



# Achieving recognition

As part of the Healthier Work program, your business will need to meet a list of annual requirements to achieve recognition and the acknowledgement that comes with it.



Recognised	Silver	Gold	Platinum
<p><b>Complete</b> the application form.</p> <p><b>Complete</b> the Healthier Work gap assessment survey.</p> <p><b>Sign</b> the Healthier Work pledge.</p> <p><b>Engage</b> with the Healthier Work team for information and advice.</p>	<p><b>Complete</b> the application form.</p> <p>Complete the Healthier Work <b>gap assessment survey</b>.</p> <p><b>Sign</b> the Healthier Work pledge.</p> <p><b>Participate</b> in one meeting each year with the Healthier Work team</p>	<p><b>Complete</b> the application form.</p> <p>Complete the Healthier Work <b>gap assessment survey</b>.</p> <p><b>Sign</b> the Healthier Work pledge.</p> <p><b>Participate</b> in one meeting each year with the Healthier Work team</p>	<p><b>Complete</b> the application form.</p> <p>Complete the Healthier Work <b>gap assessment survey</b>.</p> <p><b>Sign</b> the Healthier Work pledge.</p> <p><b>Participate</b> in one meeting each year with the Healthier Work team</p>
<b>Supporting evidence</b>			
	<p><b>Provide</b> a health, safety and wellbeing annual plan.</p>	<p><b>Provide</b> a health, safety and wellbeing annual plan.</p> <p><b>Provide</b> your health, safety and wellbeing policies, that includes WHS, injury management and support, and wellbeing.</p>	<p><b>Provide</b> a health, safety and wellbeing annual plan.</p> <p><b>Provide</b> your health, safety and wellbeing policies, that includes WHS, injury management and support, and wellbeing.</p> <p><b>Provide</b> your health safety and wellbeing evaluation framework with evidence of improved outcomes over time.</p>

Organisations can join the Healthier Work recognition scheme at any level. Do the Healthier Work gap assessment survey to find out what level your business can achieve.



## Supporting evidence



### Health, safety and wellbeing plan

To achieve recognition businesses are required to submit annual health, safety and wellbeing plans. Businesses can submit their own documentation or use the Healthier Work template.

Examples of documents,

- WHS risk management plans
- Wellbeing plans
- Workplace support plans



### Health, safety and wellbeing policies

Written policies communicate your organisation's commitment to workplace health safety and wellbeing. Elevate healthier work to a key outcome for which your leaders are held accountable.

[Read more information about health, safety and wellbeing policies](#)



### Health, safety and wellbeing evaluation framework

Measuring the effectiveness of work health, safety and wellbeing strategies and actions is an essential part of your business. Implementing a regular review process will identify successful health initiatives and help you communicate positive outcomes.

[Find resources about evaluation frameworks](#)

## Receiving recognition



Icon Water



DJAS



National Zoo and Aquarium



Murray Consulting Services





# What makes a healthier workplace?



# Become a healthier workplace

Take an integrated approach to protect, support and promote health, safety and wellbeing across all business functions. Look at both physical and mental health and consider both people and place.

Healthy workplaces focus on the physical and mental health of their employees. They implement organisational initiatives to provide safe and healthy working environments. They encourage employees to play a proactive and positive role in their own health and wellbeing. The Healthier Work program assists businesses to achieve healthier workplaces by taking action in three ways:



## 1. Take an integrated approach

To achieve a healthier workplace, organisations should look to implement initiatives and activities that protect employees, support positive health outcomes and promote healthy behaviours and culture.

 <b>Protect</b> <i>Prevent physical and psychological harm</i>	 <b>Support</b> <i>Provide services, interventions and resources</i>	 <b>Promote</b> <i>Build a positive and meaningful health culture</i>
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## 2. Look at complete health

Create physically and psychologically safe environments so you're looking after both the physical health and mental health of your employees.

 <b>Physical health</b> <i>Create physically safe environments</i>	 <b>Mental health</b> <i>Create psychologically safe environments</i>
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## 3. Consider place and people

Make your workplace safe and healthy through good work design, effective facilities and resources, supportive cultures, policies and work practices. Give employees positive health information to build awareness while also facilitating their active participation in healthy behaviours.

 <b>Healthy place</b> <i>Make your workplace safe and healthy</i>	 <b>Healthy people</b> <i>Build awareness of healthy behaviours</i>
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# Why creating a healthy workplace is important

Organisations that take an integrated approach to work health, safety and wellbeing achieve positive outcomes. There are benefits for businesses and employees.



Increased productivity	Improved innovation	Reduced costs	Improved reputation
<ul style="list-style-type: none"> <li>• Employees are less likely to take time off work due to feeling physically or mentally unwell.</li> <li>• Employees are more committed to the organisation, are self-motivated and perform above expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• More engaged employees deliver better quality work.</li> <li>• A healthy workplace is an environment conducive to innovation.</li> <li>• Employees behave more safely and show greater resilience.</li> </ul>	<ul style="list-style-type: none"> <li>• For every dollar invested in workplace health, there is a positive return on investment.</li> <li>• Reduced compensation claims.</li> <li>• Reduced recruitment costs.</li> <li>• Reduced employee risk factors.</li> </ul>	<ul style="list-style-type: none"> <li>• Become an employer of choice.</li> <li>• Keep your employees for longer.</li> <li>• Attract skilled staff.</li> <li>• Become a supplier of choice for your clients.</li> </ul>

## What a healthier workplace looks like

There are six work categories that contribute to a healthier workplace. Each category offers practical solutions you can apply in your organisation. For best results, you should action all six categories.



### Work design

*Organise and deliver work for employee and business success.*



### Work environment

*Create a safe, inclusive and comfortable place to work.*



### Workforce capability

*Encourage professional learning and personal growth.*



### Workplace engagement

*Build a positive culture to be proud of.*



### Workplace support

*Support your people, especially in challenging times.*



### Workplace leadership

*Lead with dignity and respect.*



# Work design

Organise and deliver work for employee and business success.



Clearly define how your employees' tasks are structured and organised.

- » Do they have the right resources to do their jobs?
- » Have they provided input to how their work is organised?
- » Can the work be meaningful and give people the opportunity to build their skills?
- » Can you promote autonomy and foster positive relationships?

## What you can do

When designing individual job roles and responsibilities, seek a balance between meeting your organisational goals while considering the demands you place on your employees.

Well-defined and consistent systems, processes and procedures are the backbone to workplace design.

Roles and responsibilities	Workload and job demands
<p><i>Clarify employee tasks, work methods and priorities. Make sure they're aware of their role within the organisation.</i></p>	<p><i>Aim for a balanced and motivational approach to workload. Encourage employees to shape their work to suit their style.</i></p>
<ul style="list-style-type: none"> <li>• Maintain role clarity – check your employee understands their role within the organisation.</li> <li>• Make sure employees have access to position descriptions that include role purpose, reporting relationships and duties.</li> <li>• Regularly review and update job descriptions (in consultation with your employees).</li> </ul>	<ul style="list-style-type: none"> <li>• Make the review of workload a regular thing – during team meetings or informal chats.</li> <li>• Encourage employees to offer input into how tasks are done, including pace and order.</li> <li>• Make work more meaningful and stimulating.</li> </ul>
Resources	Systems, processes and procedures
<p><i>Make sure your people have what they need to do their job well, including equipment and support.</i></p>	<p><i>Clearly define processes and procedures and review your systems regularly (together with your employees) for optimal results.</i></p>
<ul style="list-style-type: none"> <li>• Check your employees have the information they need to make decisions.</li> <li>• Ensure activities have the financial, human and information resources to meet business goals.</li> <li>• Introduce support during times of high demand.</li> </ul>	<ul style="list-style-type: none"> <li>• Have a formal information-sharing system or program, such as an intranet.</li> <li>• Define processes and procedures for things like rostering and performance reviews for consistency.</li> <li>• Make it easy for employees to speak up early if their job demands are peaking.</li> </ul>





# Work environment

Create a safe, inclusive and comfortable place to work.



The work environment is the physical and psychological spaces created by your organisation.

- » What equipment is used by your employees?
- » What spaces are available for different tasks, lunch breaks or meetings?
- » Do you have the right lighting, heating/cooling, and cleanliness?
- » Are materials and equipment well maintained?

## What you can do

Certain spaces can encourage healthy behaviours, such as facilities for showers after a ride to work. Policies, and systems for reporting and managing risks, such as trips or falls, bullying and fatigue are essential. Ongoing employee training to prevent injury is a core responsibility of an employer.

Physical and psychological hazards	Workspace
<i>Identify potential hazards that could affect people’s physical or psychological safety. Have systems for employees to report concerns.</i>	<i>Design spaces for specific activities or preferred ways of working. The way you set up workspaces can encourage healthier behaviours.</i>

- Have a risk management system across the entire business.
- Clearly define how to identify, eliminate or reduce/manage all safety risks.
- Make it easy for all staff to see and respond to hazards.

- Provide spaces where people can have confidential conversations.
- Offer dedicated break space/s for relaxation and social connection.
- Minimise isolation by providing opportunities for face-to-face interactions.

Plant, equipment and materials	Vehicles, buildings and structures
<i>Regularly assess and maintain your plant, equipment and materials. Ongoing training can prevent injury.</i>	<i>Assess and maintain vehicles, buildings and structures. Policies and systems should be accessible and practical.</i>

- Check the equipment is right for the job – it may need to be replaced or updated.
- Have equipment maintenance schedules and audits.
- Keep bathrooms and kitchens clean and offer useful items.

- Consider the accessibility of your work locations for employees or clients with a disability.
- Make sure all locations have a compliant emergency plan.
- Make emergency equipment part of a regular inspection and maintenance program.



## Workforce capability

Encourage professional learning and personal growth.



Help your employees deliver organisational goals by creating a learning culture.

- » Do you encourage employees to reflect on their performance?
- » How can you uncover individual strengths and build learning into everyday job tasks?
- » Do you train managers to supervise and communicate with staff?

### What you can do

Explore your team's capabilities through training, coaching and professional development. Recruit to fill known role gaps and support your team's culture.

Recruitment	Training
<i>Make recruitment and promotion processes fair and transparent.</i>	<i>Offer training to support both individual and team competency.</i>
<ul style="list-style-type: none"> <li>• Appoint and promote based on merit and performance.</li> <li>• Have a formal induction process and train managers to implement it.</li> <li>• Create a peer support program for new starters.</li> </ul>	<ul style="list-style-type: none"> <li>• Make sure employees have the knowledge, skills and abilities to do their jobs.</li> <li>• Offer regular training on policies such as Diversity and Inclusion, Risk Management, and Code of Conduct.</li> <li>• Train leaders and managers in effective communication.</li> </ul>
Development	Performance
<i>Allow your employees to drive their own learning and development. Empower people to make decisions.</i>	<i>Make regular performance feedback two-way and expected.</i>
<ul style="list-style-type: none"> <li>• Give time to employees to talk through career goals and development pathways.</li> <li>• Offer opportunities to act at a higher level or in other roles.</li> <li>• Give employees time to acquire and consolidate skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a performance and development template.</li> <li>• Have regular performance reviews with open and constructive feedback.</li> <li>• Make sure work demands are achievable.</li> </ul>



# Workplace engagement



Build a positive culture to be proud of.

Foster positive organisational values, beliefs, behaviours, goals, attitudes and work practices.

- » Do you communicate your expectations and encourage collaborative relationships?
- » How do you recognise employees who show positive behaviours in line with your culture?
- » Do you provide wellbeing activities to boost employee engagement and create meaningful connections?

## What you can do

Understand the dynamics of your team by talking about recent events or challenges. Manage change well by listening, refining and empowering new ways of thinking.

<b>Communication and consultation</b>	<b>Recognition</b>
<i>Offer clear and ongoing collaborative communication with workers at all levels.</i>	<i>Provide recognition to those employees who demonstrate positive behaviours.</i>
<ul style="list-style-type: none"> <li>• Tell your team about how and why decisions are made.</li> <li>• Consult with employees when planning change.</li> <li>• Encourage feedback and participation during consultations.</li> </ul>	<ul style="list-style-type: none"> <li>• Formally or informally congratulate employees and/or teams when tasks are done well.</li> <li>• Implement a rewards program.</li> <li>• Recognise or celebrate exceptional efforts of those supporting a healthier work environment.</li> </ul>
<b>Relationships</b>	<b>Fairness and equity</b>
<i>Encourage a culture of collaboration, respect and support.</i>	<i>Encourage a culture of collaboration, respect and support.</i>
<ul style="list-style-type: none"> <li>• Encourage honest, open communication at all levels to embed trust.</li> <li>• Give information and/or training to promote positive workplace relationships.</li> <li>• Ask employees to check in with each other – in person or virtually.</li> </ul>	<ul style="list-style-type: none"> <li>• Give all employees equal and fair access to rewards, recognition, development and advancement opportunities.</li> <li>• Create a confidential complaint handling process.</li> <li>• Give employees options to appeal when a decision doesn't go their way.</li> </ul>
<b>Wellbeing</b>	
<i>Build trust and loyalty through social team interactions. Encourage healthy individual behaviours.</i>	
<ul style="list-style-type: none"> <li>• Create a yearly wellbeing calendar of events and activities – get employee input.</li> <li>• Offer optional presentations on mental health and wellbeing topics.</li> <li>• Include time for social interactions or personal updates at staff meetings.</li> </ul>	



# Workplace support

Support your people, especially in challenging times.



When an employee is injured or unwell, they need to know they're supported to recover and get back to work.

- » Do you offer clear processes for supporting your people?
- » Are you regularly checking in with them?
- » Do your employees know how to access temporary or longer-term support or variations to their job to suit their current health issues?

## What you can do

Create options for reasonable adjustments, flexible work hours or work-from-home options. Seek external support services for your injured or unwell employees sooner rather than later.

Response and support	Work adjustments
<i>Provide accessible ways for your employees to tell you when their illness or injury is affecting their work.</i>	<i>Be open to changes or supports that can be put in place to keep people working when they face health issues.</i>

- Have regular wellbeing 'check-ins' and make sure to follow up.
- Give all employees regular information about how to access support programs.
- Set up an Employee Assistance Program for confidential counselling services.

- Offer temporary reduction in hours.
- Consider a temporary change in duties.
- Understand recovery requirements and adjust the physical workspace if needed.

Injury management	Flexible work
<i>Make access to confidential external services easy, especially for injury management and return to work programs.</i>	<i>Give employees flexibility so they can continue to contribute during challenging times or changes in life.</i>

- Engage with treatment providers as part of an employee's injury management plan, if appropriate.
- Have a clear process for injury management tailored to either physical or mental health conditions.
- Make sure managers have the information required to support an employee's return to work.

- Create a workplace that recognises work-life balance.
- Allow flexibility in timing of breaks.
- Introduce flexible work options for personal appointments.





# Workplace leadership



## Lead with dignity and respect.

Commit to all aspects of a healthy workplace. Lead by example with positive behaviours, attitudes and work practices.

- » Do you have a clear vision and set of values for your workplace?
- » Do you have policies and plans that underpin your commitment to workplace health and wellbeing?
- » Do you encourage inclusive and transparent styles of management, with availability to talk through issues or ideas?
- » Are your leader's role-modelling healthy work practices?

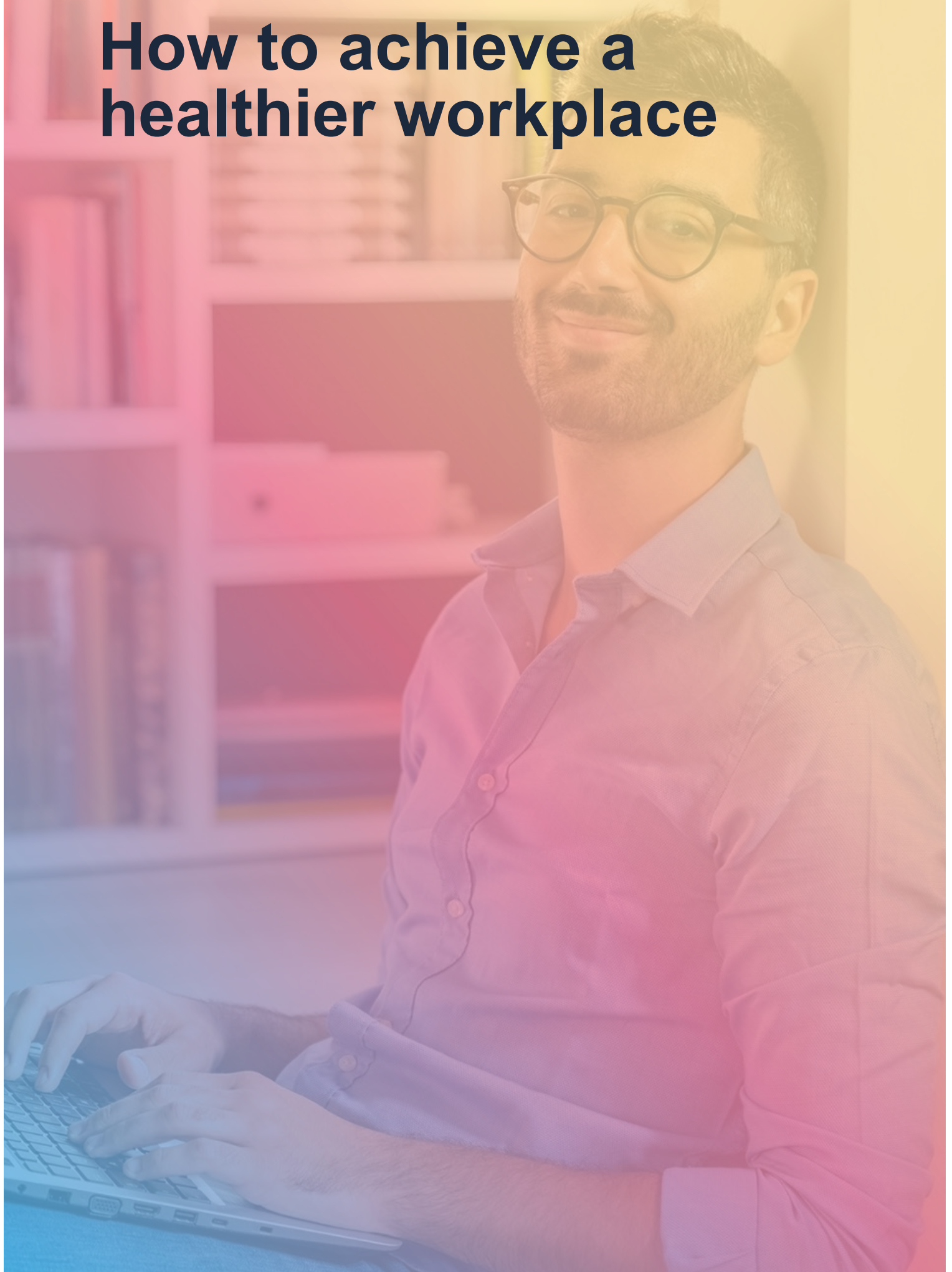
### What you can do

Always treat employees with dignity and respect. Be sensitive to personal and professional challenges.

Values and vision	Policies, strategies and plans
<i>Communicate your organisational values and vision – what you believe in and what you want to achieve.</i>	<i>In consultation with your employees, regularly review policies, strategies and plans for relevance and accuracy.</i>
<ul style="list-style-type: none"> <li>• Create a mission, vision and values statement for your workplace commitment to health and wellbeing.</li> <li>• Set priorities for increased workplace diversity and inclusion.</li> <li>• Make your mission, vision and values accessible to all employees and promote these regularly.</li> </ul>	<ul style="list-style-type: none"> <li>• Lead with an overarching workplace health and wellbeing policy.</li> <li>• Make policies and procedures accessible – online and in hardcopy.</li> <li>• Get employee feedback and communicate updates to any policies, strategies or plans.</li> </ul>
Commitment and application	Evaluation and accountability
<i>Keep everyone on the same page when it comes to being a healthy workplace.</i>	<i>Track the progress of key healthy workplace activities and plans. Assign accountability.</i>
<ul style="list-style-type: none"> <li>• Lead with openness so employees understand why and how changes will occur.</li> <li>• Create a workplace health team that considers human resources, WHS and wellbeing.</li> <li>• Encourage an 'open door' policy so employees can provide input or discuss concerns.</li> </ul>	<ul style="list-style-type: none"> <li>• Regularly review decisions to check decision-makers are being impartial.</li> <li>• Make sure policies, practices and work design promote positive physical and mental health.</li> <li>• Make sure people management systems and processes reflect health and wellbeing expectations.</li> </ul>



# How to achieve a healthier workplace



# Six steps to healthier work

Creating a healthier workplace is more than ticking a few boxes. It is a proactive and integrated aspect of your day-to-day work across the entire organisation. And it pays off!



## **Establish workplace commitment from leadership**

You need a formal organisational commitment and support from management. Then identify a key leader or leaders, develop a workplace health and wellbeing policy and assign a budget.

[Health and wellbeing policy information](#)

[Workplace leadership resources](#)



## **Build a healthier work team**

Form a workplace health team that considers human resources, WHS and wellbeing, with representatives across all levels of your business. Have your social committee and wellbeing committee report to this overarching group.

[How to build a healthier work team information](#)



## **Bring what you are already doing together in a plan**

Look at what your organisation is doing well. Many businesses already see the value in certain strategies, such as risk management systems or clear position descriptions. Celebrate what you've already achieved.

[Healthier Work plan template](#)



## **Identify your gaps: do a needs analysis**

After identifying any existing initiatives, look at priority needs and interests of employees. Involve employees early to help formulate ideas. Also identify workplace needs.

[Healthier Work gap assessment tool](#)



## **Create a health and wellbeing plan**

Create a plan that includes timelines and strategies you intend to use in your program. Make sure you include a start date and emphasise the support of management. Consider both immediate and longer-term implementation, as well as performance indicators to help assess your progress.

[Policies, strategies and plan resources](#)



## **Manage and evaluate your plan**

Undertake sound program coordination, regular communication and record keeping. Evaluate and review progress against your action plan and communicate progress and results to all employees.

[Evaluation and accountability resources](#)



# Keys to success



## Time

Improving health and wellbeing in the workplace is not a one-dimensional process. Creating and implementing new programs and initiatives – and changing your existing culture – takes time.



## Relevance

All businesses are different and face unique problems and challenges. Make the program relevant for your business and your employees. It may take a few attempts to find the right strategies that work for your organisation.



## Consultation

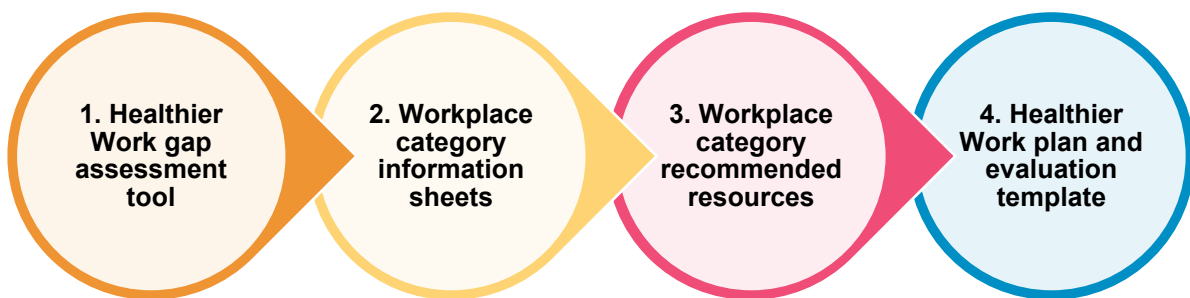
You have an obligation to consult employees. By involving them and showing a genuine interest in what they have to say, you will be able to tailor a program that achieves greater productivity and job satisfaction



## Communication

Communication is key to a successful program. Include employees in discussions to help formulate ideas and create relevant strategies and activities for your business. It will also help keep everyone motivated in the program and informed about progress.

# Supporting resources



### Use our gap assessment tool to,

- review current health, safety and wellbeing strategies and initiatives.
- identify gaps, set priorities and recognise success.

### Use our information sheets to,

- find strategies and actions to address identified gaps.
- match workplace categories and initiatives to gap assessment results and advice.

### Use our suggested resources to,

- explore evidence-based resources suggested by Healthier Work.
- match helpful resources to workplace categories and gap assessment advice.

### Use our plan template to,

- plan health, safety and wellbeing strategies and initiatives.
- assign responsibility.
- review actions and evaluate outcomes.





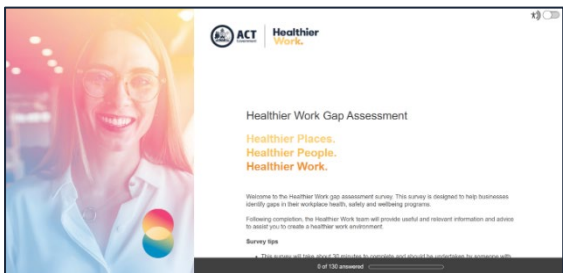
# 1. Healthier Work gap assessment tool

The Healthier Work gap assessment tool is designed to help businesses identify gaps in workplace health, safety and wellbeing.

Take the time to work through the tool's survey questions. Once complete, the Healthier Work team will provide information and advice tailored to your business situation.

## Healthier Work gap assessment survey

The Healthier Work gap assessment survey steps businesses through each workplace category and sub-category and asks questions about current workplace strategies that impact the health and wellbeing of employees. The survey takes approximately 30 minutes to complete and should be undertaken by people in the organisation with a broad knowledge of workplace operations. For best results we suggest doing the survey with at least one other work colleague.

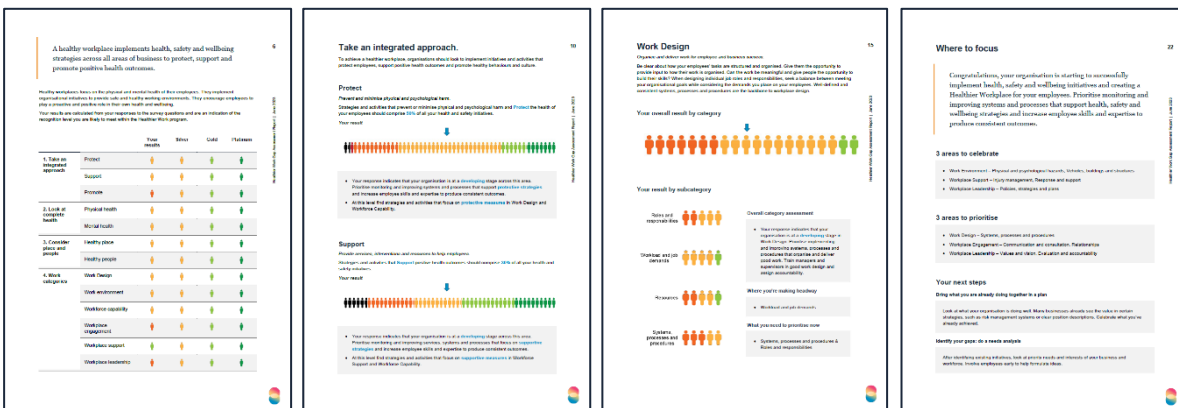


[Access the Healthier Work Gap Assessment survey](#)

## Healthier Work gap assessment report

The results of the gap assessment survey for your business will be presented in a report. The report,

- » assesses the results against each criterion. (*Take an integrated approach / Look at complete health/ Consider place and people*)
- » assesses the results against the six work categories
- » provides an indication of what recognition level the business might meet
- » provides advice and recommendations based on the results.

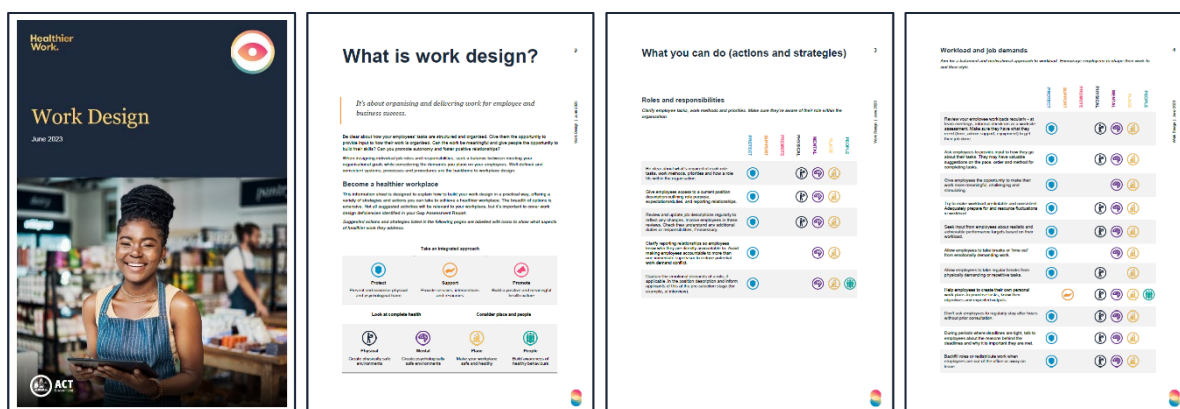


## 2. Workplace category information sheets

Explore all the practical solutions to achieve a healthier workplace. Each category information sheet offers potential strategies and actions you may apply in your organisation.

As all businesses are different and face unique challenges, it may take a few attempts to find the right strategies that work for your organisation. To make the most of the category information sheets, use your gap assessment results to help identify priority areas. You can then make your health and wellbeing program and strategies relevant for your business and your employees.

- » **Work design – [information sheet](#)**
- » **Work environment - [information sheet](#)**
- » **Workforce capability - [information sheet](#)**
- » **Workplace engagement - [information sheet](#)**
- » **Workplace support - [information sheet](#)**
- » **Workplace leadership - [information sheet](#)**



## 3. Resources

Find resources and information relating to workplace health, safety and wellbeing recommended by Healthier Work. Use the Resource Finder or go directly to resources relating to workplace categories.

These are only suggested resources. Organisations should consider their own needs when selecting resources to use.

- » **Resource Finder – search for resources by topic, subtopic, type and industry (Coming soon)**
- » **Work design – [suggested resources](#)**
- » **Work environment - [suggested resources](#)**
- » **Workforce capability - [suggested resources](#)**
- » **Workplace engagement - [suggested resources](#)**
- » **Workplace support - [suggested resources](#)**
- » **Workplace leadership - [suggested resources](#)**



## 4. Templates and information

Our templates and information sheets are designed to work together to make identifying priorities, finding the best strategies and implementing actions easier. Participating businesses are not required to use our tools but may find them helpful.

- » [How to build a healthier work team](#)
- » [Healthier Work achievement/plan template](#)
- » [Health and wellbeing policy information](#)
- » [Healthier Work recognition application form](#)

## Join the program

The Healthier Work program is open to businesses and organisations with workplaces in the **Australian Capital Territory, Australia**.

For more information about the program or to apply for recognition complete the [contact form](#) and the Healthier Work team will be in touch.





Healthier Places.  
Healthier People.  
Healthier Work.



**Healthier  
Work.**

For further assistance, please  
contact the Healthier Work team.

Healthier Work, GPO Box 158, Canberra City,  
ACT 2601 or email: [healthierwork@act.gov.au](mailto:healthierwork@act.gov.au)

[www.healthierwork.act.gov.au](http://www.healthierwork.act.gov.au) | [www.act.gov.au](http://www.act.gov.au)