

Health and wellbeing pledge

Healthy
Workplaces

What is a pledge?

A pledge demonstrates your commitment as business, to providing a mentally and physically healthy workplace and provides the opportunity for your workers to do the same. Your pledge recognises that your business understands and agrees to certain principles which have been demonstrated, by research, to create a healthier workplace.

What am I pledging towards?

You will be pledging towards a healthy workplace which:

- is where everyone who works in the organisation, whatever their role, collaborate to continually improve the health, safety and wellbeing of all employees
- takes into consideration the impacts that the work environment (culture and physical environment) and the type of work undertaken has on the health of individual employees
- prevents harm by identifying risk factors and take appropriate action to minimise their impact on staff
- promotes a positive culture which builds resilience, protects the wellbeing of staff, is respectful of diversity and free from discrimination and harassment
- provides support for staff to make healthy lifestyle choices
- considers the mental and physical health of their workers.

Why pledge?

- Now more than ever, we need to protect and promote the health and wellbeing of our teams.
- Making a commitment (such as a pledge) can promote lasting change for the health and wellbeing of allied health professionals and their teams in the workplace.
- Pledging is free but signifies a strong commitment from your organisation, however big or small.
- Pledging demonstrates a commitment to workplace health and safety.

The benefits of joining a healthy workplace pledge

By investing in workplace health and wellbeing, you can:

- Create a workplace where your staff thrive and not just survive.
- Improve employee performance and productivity.
- Gain your team's trust and form a strong culture.
- Boost your finances by reduced costs associated with absenteeism, presenteeism, workplace injuries and staff turnover.
- Attract the best talent (and keep them).



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For more information:
healthyworkplaces.sa.gov.au
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How to pledge

- Print out the pledge on the following page.
- Have a conversation with practice owners, practice managers and your team about the pledge.
- If required, you can modify the pledge template.
- Once there is commitment to work toward the pledge print a copy and sign the pledge (you may want to get your team to sign as well). Publicise, celebrate, display, and demonstrate your commitment by:
 - » Displaying a framed version in a prominent position in your workplace
 - » Adding a copy of your pledge to your website
 - » Email a copy to your professional association so they can celebrate with you.
- Review your pledge yearly, as staff may change, and it is a good reminder in keeping workplace health and safety on the agenda.



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Modify items as required to tailor to policy and workplace requirements.

The Healthy Workplace Pledge

1. We pledge to strive to be a mentally and physically healthy workplace.
2. We recognise that integrated approaches to workplace health and wellbeing which combine workplace health and safety, injury prevention, health promotion and human resources management will advance the overall wellbeing of our team's health.
3. We understand the importance of our leaders and agree that leaders should be positive role models and set an example for healthy and productive workplace behaviours and interactions. We pledge to develop capable leaders by supporting education, resources, time and tools so our leaders can demonstrate a commitment to workplace health and wellbeing.
4. We pledge to build connectedness as positive, high quality interpersonal connections are essential to maintaining positive mental health and wellbeing. They are the fabric of teamwork and collaboration.
5. We understand that positive organisational culture is essential to both individual and organisational performance. We pledge to encourage open discussion, to involve and consult our employees, to treat each other well at work, and have a strong people focus.
6. We will work to build our capability for workplace health and wellbeing by building our knowledge and skills. We pledge that professional development in individual and team health and wellbeing will be supported.
7. We pledge to have effective policies, practices and programs because organisational systems and formal processes drive the development and commitment of workplace health and wellbeing. We will review them as regularly.
8. We pledge to raise awareness of health and wellbeing, encourage healthy lifestyles and distribute wellbeing advice to all employees at least twice a year.
9. We agree the physical, cultural, and policy environment has an impact on employee's health and wellbeing and will consider this when undertaking workplace audits and make improvements where reasonably practicable.
10. We agree to be guided by evidence-based programs and resources in workplace health and wellbeing.

Name

Signature

Position

Date

 

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