**Health and wellbeing policy for RobertsBrown Pty Ltd.**

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| **Mission statement** |
| **RobertsBrown Pty Ltd:*** is committed to providing employees with a safe, healthy and supportive environment in which to work
* recognises that the health and wellbeing of our employees is important
* will commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged.
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| **Objectives and strategies** |
| **RobertsBrown Pty Ltd** will:* encourage employees to be more physically active by making provisions in the workplace for activity opportunities (including reducing sitting time where practical)
* provide healthy eating choices in the workplace through addressing healthy physical settings, food supply and education
* promote awareness of key health issues for employees (including social and emotional wellbeing)
* encourage employees to provide input into health and wellbeing initiatives.
* Provide up to 3 months paid leave of for employees as necessary for their health and wellbeing, including carers leave, family violence leave.
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| **Scope** |
| This policy applies to:* all employees at **RobertsBrown Pty Ltd** .
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| **Responsibility** |
| Employees are encouraged to:* understand this policy and seek clarification from management where required
* consider this policy while completing work-related duties and at any time while RobertsBrown Pty Ltd
* support fellow employees in their awareness of this policy
* support and contribute to RobertsBrown Pty Ltd’s aim of providing a safe, healthy and supportive environment for all employees.

Managers have a responsibility to:* ensure that all employees are made aware of this policy
* actively support and contribute to the implementation of this policy
* manage the implementation and review of this policy.
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| **Communication** |
| **RobertsBrown Pty Ltd** will ensure that:* all employees receive a copy of this policy during the induction process
* this policy is easily accessible by all members of the organisation
* employees are informed when a particular activity aligns with this policy
* employees are empowered to actively contribute and provide feedback to this policy
* employees are notified of all changes to this policy.
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| **Monitoring and review** |
| **RobertsBrown Pty Ltd** will review this policy twelve months after implementation and annually thereafter.Effectiveness of the policy will be assessed through:* feedback from employees, the Health and Wellbeing Committee/working group, and management
* review of the policy by management and committee/working group to determine if objectives have been met.
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| Name David Roberts, Principal Consultant and Sole Director |
| Signature:  Date: 1 January 2019 |
| Reviewed: 1 January 2022 |
| Date of next review: 1 January 2023 |