

When developing policies to ensure the health and safety of their team, many organisations focus on the 'safety' aspect, but completely ignore their responsibilities when it comes to 'health' and workplace wellbeing. While there are no-one-size-fits all policies, you may want to consider the following questions/scenarios and develop guidelines for how your organisation will remove, minimise or manage the health risk for your team.

- What health and wellbeing initiatives could you introduce to help prevent illness in the workplace? eg. Healthy snacks, walking meetings, flu vaccinations...
- How will you support team members who are diagnosed with a serious illness?
- How will you ensure your workspace is comfortable throughout the seasons? How will you ensure team members are working in a warm, dry environment?
- How will you safeguard against workplace bullying? What will happen if workplace bullying occurs? How will you make people feel safe in reporting workplace bullying?
- How will you ensure that team members take regular breaks throughout the day? How will you ensure that team members are not over-stretched with unrealistic workplace commitments?
- How will you support team members through high-stress situations in the workplace? How will you support team members who are experiencing high-stress situations outside of the workplace?
- How will you support the mental health of team members who are working in high-stress roles or working in difficult circumstances? How will you support team members who are dealing with the stress of others?
- How will you educate your team to recognise and respond to colleagues who are experiencing domestic violence? How else can you support team members who are experiencing domestic violence?
- What is your organisations position on sick leave? Is this stance reasonable for the type of work your team carries out? Would it be beneficial to have additional sick days available for mental health use? Is it possible for team members to share sick days?
- How will you ensure that team members take regular holidays, where they don't 'check in' while away?
- How will you recognise and respond to the early signs of burnout?