

## Health and Wellbeing at Monash University Policy (Australia only)

<b>Purpose</b>	To articulate the principles that underpin the University's commitment to workplace health and wellbeing and provides guidance to support the development and implementation of health and wellbeing programs at the University.
<b>Scope</b>	All staff
<b>Policy Statement</b>	The University builds a workplace culture and environment that values, supports and promotes programs and policies that improve the physical and mental health and wellbeing of employees.
<b>Supporting procedures</b>	Health and Wellbeing at Monash University Procedure
<b>Supporting guidelines</b>	
<b>Responsibility for implementation</b>	Occupational Health & Safety Heads of academic/administrative units and controlled entities Supervisors and managers Staff and students with health and safety responsibilities Health & Safety Representatives Wellbeing Champions Staff
<b>Key Stakeholders</b>	Monash University OHS Committee Health and Wellbeing Sub-Committee Occupational Health & Safety Heads of academic/administrative units and controlled entities Supervisors and managers Staff and students with health and safety responsibilities Health & Safety Representatives Wellbeing Champions Staff
<b>Approval body</b>	<b>Name:</b> Vice Chancellor <b>Meeting:</b> n/a <b>Date:</b> <b>Agenda item:</b> n/a
<b>Endorsement body</b>	<b>Name:</b> Monash University OHS Committee <b>Meeting:</b> 3/13 <b>Date:</b> <b>Agenda item:</b> 3.3
<b>Definitions</b>	
<b>Related legislation</b>	Occupational Health and Safety Act 2004 (Vic) Occupational Health and Safety Regulations 2007 (Vic)
<b>Related policies</b>	Monash University Occupational Health & Safety Policy Monash University Wellbeing & Support Policy Monash University Mental Health Policy Monash University Equity & Diversity Policy

<b>Related documents</b>	<p>Monash University Wellbeing &amp; Support Procedure – Employee assistance program (Staff Counselling) and supervisor assist service</p> <p>Monash University Guide to Managing Conflict – Positive steps for managing and promoting a healthy workplace culture</p> <p>Wellbeing &amp; Support Procedure – WorkCover</p> <p>Monash University Equity &amp; Diversity Procedure - Discrimination and Harassment Grievances</p> <p>Monash University Equity &amp; Diversity Procedure – Staff Disability</p>
<b>Date Effective</b>	
<b>Review Date</b>	
<b>Owner</b>	Director Business Support , Buildings and Property
<b>Author</b>	Chief Medical Officer, Wellbeing Coordinator
<b>Content Enquiries</b>	<a href="mailto:wellbeing@monash.edu">wellbeing@monash.edu</a>
<b>University Policy Use</b>	<b>Version Number: 1.0</b>