

1. Policy statement

Just Focus will ensure that all work organisation and practices, the work environment and workplace culture will value, enhance and protect the health and wellbeing of all workers.

2. Scope

This work health and wellbeing policy outlines how Just Focus will support the health and wellbeing of all our workers. The policy is applicable to all Just Focus workers and aligns with health and safety policies and guidelines.

3. Goals and objectives

This work health and wellbeing policy provides the foundation for developing interventions and modifying work organisation, work practices and procedures, and the work environment to support the health and wellbeing of all workers Just Focus will enhance its work health and wellbeing by:

- creating a healthy culture
- creating and supporting a work health and wellbeing strategy
- establishing and supporting a work health and wellbeing working group or committee
- modifying the work organisation and the work environment
- managing risks to workers physical and mental health
- consulting with workers
- supporting worker participation in work health and wellbeing interventions
- supporting workers to adopt and maintain healthy behaviours.

4. Responsibilities

Senior management team/management team

The Just Focus senior management will do all they can to enhance the work health and wellbeing of workers by:

- ensuring the health of workers is valued
- act as a role model
- providing work environments and systems that prevent or minimise the modifiable chronic disease risk in the workplace

- providing opportunity for workers to participate in work health and wellbeing
- contributing ideas and expertise to the work of the health and wellbeing committee or representatives.

Human resources department

The Just Focus human resources department will do all it can to enhance the work health and wellbeing of workers by:

- ensuring that the health of workers is valued
- ensuring the design of work, work systems and work environment prevent or minimise the modifiable chronic disease risk in the workplace and promote work health and wellbeing
- ensuring workers can participate in health and wellbeing
- reviewing, revising and developing human resources policies that support workplace health and wellbeing in consultation with the work health and wellbeing committee or representatives.

Work health and wellbeing committee or representatives

The Just Focus work health and wellbeing committee or representatives will do all they can to enhance the health and wellbeing of workers by:

- encouraging long-term commitment to work health and wellbeing
- assessing worker and workplace needs
- developing, implementing and evaluating the work health and wellbeing strategy in consultation with workers and management.

Workers

Just Focus workers will:

- work within any procedures and policies implemented to address work health and wellbeing
- contribute ideas
- actively participate in work health and wellbeing.

5. Work health and wellbeing strategy

A work health and wellbeing action plan will identify Just Focus’s goals, objectives and interventions. The work health and wellbeing committee or representatives will review the action plan annually.

