



WorkWell Overview

Working better through wellbeing

WorkWell is a free, workplace wellbeing initiative which supports workplaces to 'work better through wellbeing'. Developed by Toi Te Ora Public Health, WorkWell can be adapted to any workplace. With step by step support and mentoring from an assigned WorkWell advisor, easy to use resources, workshops, networking opportunities and recognition through accreditation, WorkWell can help create a happier, healthier and more productive workplace.

WorkWell is available in various regions across New Zealand. Visit our website to see if WorkWell is delivered in your region.

What is workplace wellbeing?

Workplace wellbeing is about doing everyday business in a way that leads to an improvement in staff wellbeing.

Staff wellbeing can be defined as a state of being happy, healthy or content, thereby allowing the staff member to achieve their full potential for the benefit of themselves and their workplace.

Why have a workplace wellbeing programme?

Research shows that an effective workplace wellbeing programme can*:

- Reduce absenteeism costs
- Increase productivity
- Improve staff morale and increase job satisfaction
- Reduce workplace injuries
- Increase resilience (the ability to persevere when under pressure and recover from setbacks)
- Demonstrate the workplace cares about its staff.

* World Health Organization, 2014

Additionally, by showing commitment to the wellbeing of your staff, your workplace can improve its corporate image, demonstrate corporate social responsibility and be an employer of choice.

What does a healthy workplace look like?

The goal of WorkWell is for all staff to be supported by a healthy work environment. By this we mean a work environment that:

- Is centred on the health and wellbeing of all staff
- Values staff and promotes trust between people
- Encourages collaboration and constructive relationships to achieve shared objectives
- Enables effective and open multi-level communication channels
- Encourages and supports change and innovation and fosters creativity

- Promotes continuous learning
- Recognises and adapts to changing work-life commitments
- Is culturally aware, supportive of and responsive to the diversity of the workforce
- Ensures the healthy choice is the easy choice by supporting and encouraging a healthy lifestyle.

What if our business already offers health and wellbeing activities for our staff?

Many workplaces have already recognised the importance of workplace wellbeing and have incorporated some wellbeing activities within the workplace. These activities are often provided on an 'ad hoc' basis and generally are not evaluated prior to or after implementation.

The WorkWell framework will help you to build on these existing activities and ensure that they are economical, relevant and effective and part of a comprehensive workplace wellbeing programme.

What is the role of a senior manager?

The support and commitment demonstrated by senior management is crucial to the success of any workplace wellbeing programme.

It is important that senior managers are seen to:

- Commit to workplace wellbeing as a workplace priority
- Promote WorkWell and demonstrate leadership through regular presence and participation
- Provide adequate resources (time, materials, budget etc.).

Become a WorkWell accredited workplace

WorkWell accreditation provides quality assurance for your workplace and community that a sustainable health promoting environment is being created and fostered. Throughout your WorkWell journey we will recognise your workplace's progress with three levels of achievement. Most workplaces achieve bronze standard accreditation within the first year, silver standard accreditation after two years and gold standard accreditation after three years of involvement with WorkWell.



Identifying your workplace wellbeing needs

WorkWell will help you to identify and prioritise your workplace's health and wellbeing needs to ensure that your workplace wellbeing activities are both relevant and effective. The needs identified within your workplace will most likely fall within several of the following areas:

- Healthy Eating
- Physical Activity
- Mental Health and Wellbeing
- Smokefree
- Alcohol and Other Drugs
- Breastfeeding
- Infection Control and Immunisation
- Sun Safety.

How to approach workplace wellbeing

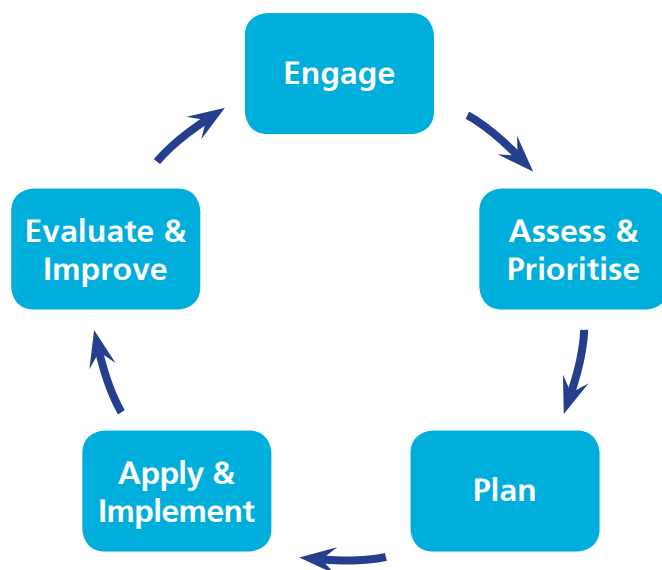
WorkWell promotes a multi-level approach, prompting workplaces to consider addressing priority wellbeing areas across three levels:

Organisational
Ensuring that the workplace policies, procedures, and formal and informal rules, support and encourage staff wellbeing.

Environmental
Addressing factors in the physical work environment that could either hinder or facilitate staff wellbeing.

Individual
Providing opportunities that support and encourage staff to increase their knowledge, behaviours, and beliefs or attitudes around wellbeing.

WorkWell is an ongoing process of continual development and improvement:



Where to from here?

Register your workplace with us through our website www.workwell.health.nz or email work.well@bopdhb.govt.nz. A WorkWell advisor will be in touch to organise a time to meet with you and discuss your workplace's needs. We look forward to working with you.

