

WORKER WELLBEING COUNCIL POLICY

POLICY STATEMENT

At the City of Bunbury (the 'City'), wellbeing encompasses the health and, safety of our workers. The City recognises the importance of supporting improved health and wellbeing for staff and the mutual benefit this offers.

The purpose of this policy is to ensure that staff have the opportunity to access health and wellbeing initiatives and choices in the workplace as identified in the City's Enterprise Agreement, which demonstrate Council's commitment to staff health and wellbeing.

POLICY SCOPE

This policy applies to: City of Bunbury Staff.

POLICY DETAILS

This policy serves as a commitment by the City to support a workplace culture that educates and encourages healthy lifestyle choices. To enhance this process the City will promote and encourage staff to participate in opportunities to improve their health, safety and wellbeing in the workplace via the Work on Wellness Committee, People and Safety Department or in consultation with the Work Health and Safety (WHS) Committee.

Staff benefits include but are not limited to:

- South West Sports Centre membership
- Worker benefits with Private Health Insurance Providers and other beneficial services
- Employee Assistance Program
- Activities as per the Work on Wellness Committees program
- Initiatives by the (WHS) Committee or People and Safety
- Blood donations
- For further information regarding the staff wellbeing program refer to Worker Wellbeing Procedure WHS-WWB-001.

The City of Bunbury will endorse and support the implementation of the worker wellbeing program and show commitment to improving the health and wellbeing of its staff by implementing and supporting the following items;

1. South West Sports Centre (SWSC) Membership

This membership excludes personal training, and the following processes apply:

- 1.1 Workers will be eligible to access this membership once they have successfully completed their probationary period.
- 1.2 Workers must undergo an appraisal before accessing this membership. The cost of this appraisal is as per the adopted Annual Schedule of Fees and Charges and is payable by the employee.
- 1.3 These will need to be renewed every 6 months, with the fee applying to each renewal.
- 1.4 The "COB Workers Membership" excludes personal training which will need to be purchased separately.
- 1.5 Attendance must be outside of paid working hours.

The procedure to initiate your COB Workers memberships is:

- a) Book an appointment with the Membership Consultants at SWSC.
- b) Once signed up, the Membership Consultants will advise the date of your appraisal (you will need to pay for this).
- c) Once the appraisal has been completed, you will be issued with a card which will allow you to access the SWSC.
- d) You will need to renew after 6 months, as per the SWSC guidelines for renewal. Attendance will be reviewed at this point also.

2. Health and Wellbeing Initiatives

The City will support the initiatives and programs of the Work on Wellness Committee.

These initiatives may include (but are not limited to) programs, such as;

- 2.1 Skin cancer checks
- 2.2 Health checks
- 2.3 Weight management
- 2.4 Fitness classes
- 2.5 Quit smoking strategies
- 2.6 Nutrition and healthy eating
- 2.7 Information sessions/ Seminars regarding health and wellbeing (including things such as building resilience, sleeping better)
- 2.8 Activities highlighting and supporting mental health both inside the workplace and education about outside of work support options.

3. Blood Donations

The City actively promotes workers to make blood donations through the Australian Red Cross Blood Service and encourages participation in Blood Donation Challenges held throughout the year.

Part-time and Full-time City of Bunbury workers are entitled to 2.5 hours of paid work time to donate blood, platelets or plasma per 3 month period. These hours cannot be over and above their contracted hours, and they must seek approval from their Manager at least 48 hours prior.

4. Worker Benefits

The City of Bunbury offers a number of benefits available to all staff members, things such as discounted private health memberships, and discounted travel insurance. All worker benefits are listed on the “Worker Benefits” tab on the intranet, and are updated as new offers become available.

COMPLIANCE REQUIREMENTS

LEGISLATION

- *Work Health and Safety Act 2020*
- *Work Health and Safety Regulations 2022*

INDUSTRY

ORGANISATIONAL

- *City of Bunbury Employees 2022 Enterprise Agreement*

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