Employee Health and Wellbeing Policy

Scope
This policy applies to all Brook RED employees.

Purpose
To ensure that processes are in place to support the professional and personal health and wellbeing of Brook RED employees.

Principles
Consistent with our belief that all people should be supported to live full and satisfying lives, Brook RED is committed to creating a workplace that supports staff to attend to their individual health and wellbeing. Brook RED maintains an open dialogue with employees about how to best support health and wellbeing and a range of formalised supports are on offer to employees.

Policy
Brook RED will:

- Engage in an ongoing conversation with employees in order to foster a workplace culture that values and supports employee health and wellbeing
- Provide regular supervision to employees
- Encourage employees to identify their professional and personal goals and work in partnership with employees to help them work toward these
- Offer fully paid external supervision to staff up to twelve times annually
- Offer professional development opportunities to staff
- Offer flexible working conditions including self-rostering where appropriate and opportunities to work from home or other remote locations where reasonable to the employees duties
- Offer extraordinary leave, increased leave accrual after two years of employment, and the opportunity to purchase additional leave after 2 years of employment
- Provide regular team meetings/team days/team building activities

References
Brook RED Employee Leave Policy (Policy 2.05)

Document Control and Record of Changes

Version	Effective Date	Approved by	Summary of Change	Date of Next Review
Version 01	January 2017	Eschleigh Balzamo	Introduction of new policy	-
Version 02	April 2017	Eschleigh Balzamo	Change of format	January 2018
Version 03	May 2017	Eschleigh Balzamo	Change to version control	January 2018

The General Manager has overall responsibility for this policy. If there are any questions regarding this policy, please direct these to the Business Services Manager or General Manager.