

Wellbeing Strategy template - how to use

Wellbeing vision:

Add your organisation's vision for wellbeing (part of your broader organisational strategy)

Wellbeing pillars:

Prevent

Protect

Educate

Enhance

Crisis

Recovery

Goals:

Based on your organisation's data, risks and feedback, what are you aiming to achieve?
Identify specific goals to align with each of the wellbeing pillars

Key initiatives:

Start with reviewing what you have in place NOW for each pillar
Identify what you MUST/SHOULD/COULD do
Identify key initiatives to support you to achieve each goal

Supporting actions:

HOW will you do this?
Refer to the action planning templates to record specific actions, responsibility, timeline, measures and desired outcomes

[place your logo here]

Wellbeing Strategy



Wellbeing vision:

Wellbeing pillars:

Prevent	Protect	Educate	Enhance	Crisis	Recovery
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Goals:

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Key initiatives:

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Supporting actions:

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YOUR LOGO

Wellbeing Strategy Organisation name



Wellbeing vision:

A culture of wellbeing that protects the physical and psychological health and safety of our people so they can deliver positive outcomes for those we serve

Wellbeing pillars:

Prevent

Protect

Educate

Enhance

Crisis

Recovery

Goals:

Comply with our legal requirements and duty of care

Foster a positive workplace environment which encourages people to contribute and speak up

Our people have the skills and confidence to help themselves and support each other

Enable our people to enhance personal wellbeing and resilience

Be able to manage acute needs when our team or an individual is in crisis.

Create a positive and inclusive return to work experience

Key initiatives:

Understand and identify our work-related mental health risks

Review our conflict management practices

Increase mental health literacy so we can recognise the early signs when support is needed

Provide resources to enhance personal wellbeing and resilience

Build manager understanding of trauma and how to respond after an incident

Ensure returning workers understand the adjustments that can be provided after a mental health-related absence

Supporting actions:

Conduct assessment in consultation with team members

Survey team members for feedback on their experience at work

Plan mental health first aid training

Host a Financial Wellbeing seminar

Identify how and where we go for assistance

Develop a formal return to work process



Prevent

(Work health and safety, policies, risk)

Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes:



Protect

(Governance and board reporting, support mechanisms, leadership practices)

Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes:



Educate

(Mental health literacy and support - education and awareness)

Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes:



Enhance

(Personal wellbeing and resilience (physical, mental, relational, financial))

Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes:



Crisis
(Injury management)

Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes:



Recovery
(Return to work; Continuous improvement)



Goal:

Key initiatives	Actions	Person/s Responsible	Timing	Resources Required
What is the key initiative that will support you to achieve this goal?	What is the supporting action required to make it happen?	Who will be responsible for getting it done?	When will it be complete?	What resources and buy-in are necessary to make progress?

Measures and Desired Outcomes: