

Wellbeing's a Must at Work

Published in the Daily Mercury on Wednesday, 9 March 2016



In last week's column, I spoke about the need to ensure policies and procedures were in place to ensure not only protection of physical wellbeing in the workplace, but also mental and emotional wellbeing.

In response to this, one of my colleagues sent me a very handy link - located on the WorkSafe Queensland site – that could apply to employers both inside and outside the Sunshine State.

Within this link - see www.worksafe.qld.gov.au and search for "positive work environment" - you will see an article (published on the site on February 29) with a seven-point checklist on how to create a positive work environment. The points largely focus on the need to create approachable open-door environments in the workplace, being aware of the stressors faced at work and having zero tolerance towards harassment and bullying. I think every employer could take something away from the publication, and I felt it was a great summary of points to consider.

I suggest employers and employees have a look at the article to familiarise themselves with these points. While it is obviously not intended to be an exhaustive list covering every situation, it is certainly a comprehensive starting point to model policies and general work practices around.

I believe being aware of the impacts that work and life in general can have on our colleagues' mental health is the first step. Many workplaces - including our own at Kelly Legal - are taking steps to provide training and support to staff on a very common part of life - anxiety and stress and the impacts that they have on our wellbeing, and the wellbeing of those around us.

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Elspeth's articles can be accessed on the Daily Mercury website at <http://www.dailymercury.com.au/topic/elspeth-ledwy/> or you can find Elspeth's column "Mind Your Own Business" in the Daily Mercury newspaper each Wednesday.



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