

## **VOLUNTARY CODE OF PRACTICE FOR WORKPLACE WELLBEING PRACTITIONERS**

As a professional workplace wellbeing practitioner, you should demonstrate commitment to the following outcomes in your professional practice.

### **Professional values and attributes**

- Develop your own judgement of what works and does not work in workplace wellbeing;
- Reflect on what works best in workplace wellbeing to meet the diverse needs of all stakeholders;
- Evaluate and challenge your practice, values and beliefs;
- Inspire, motivate and raise aspirations of stakeholders through your enthusiasm, knowledge and advocacy of workplace wellbeing;
- Be creative and innovative in selecting and adapting wellbeing strategies to help raise awareness of all stakeholders;
- Value and promote social and cultural diversity, equality of opportunity and inclusion in workplace wellbeing policies and practices;
- Build positive and collaborative relationships with all colleagues and other parties engaged in workplace wellbeing.

### **Professional knowledge and understanding**

- Develop deep and critically informed knowledge and understanding in workplace wellbeing theory and practice;
- Maintain and update knowledge of your vocational area of workplace wellbeing;
- Maintain and update your knowledge of empirical and anecdotal research to develop evidence-based practice;
- Maintain your currency of local laws and regulations and assess their impact on the wellbeing and treatment of employees;
- Evaluate your practice with others and assess its impact on workplace wellbeing;
- Manage and promote a positive workplace wellbeing mindset and behaviours;
- Understand and be committed to your professional workplace wellbeing role and responsibilities.

### **Professional Skills and Application**

- Develop your expertise and practical skills to ensure the best health and wellbeing outcomes for your organisation;
- Plan and deliver effective wellbeing programmes in line with the World Health Organisation's (WHO) framework / model and other national derivations, where available;
- Champion the following WHO's Keys to Healthy Workplaces' through key stakeholders, as further amplified here;

Key 1: Leadership commitment and engagement

Key 2: Involve workers and their representatives

Key 3: Business ethics and legality

Key 4: Use a systematic, comprehensive process to ensure effectiveness and continual improvement

Key 5: Sustainability and integration

- Promote the benefits of wellbeing healthcare technology and support employees in its use;
- Evaluate the health and wellbeing needs of employees and work creatively to improve awareness and engagement;
- Maintain and update your health and wellbeing skills / knowledge through networking and learning opportunities;
- Contribute to broader organisational health and wellbeing development and improvement through sharing best practice and collaborating with others.

SOM acknowledges Evan Davidge in creating this code.