

# Achievement Program information sheet

## What is the Achievement Program?

The Achievement Program will allow you to make health and wellbeing part of your organisation's culture, improve morale, safety and productivity (State of Victoria, 2015b) and track continuous improvement.

You can work at your own pace and along the way the Victorian Government will recognise your organisation as a health promoting workplace and support you as an employer of choice (State of Victoria, 2015b).

If you're already doing great things to promote and encourage health and wellbeing in your workplace, the Achievement Program will help you build on this to get the best results possible.

We will provide you with the evidence to help you communicate your ideas to management and get your workplace leaders and staff on board with the initiatives you're proposing.

Don't forget - it's completely free (State of Victoria, 2015b).

## The Achievement Program Cycle - Five easy steps

The guidelines, tools and templates you'll receive will help you work through a process of engagement, planning, implementation and review.

**Step 1 - Commit:** Gain leadership commitment and encourage participation from all staff.

**Step 2 - Identify:** Assess your current health activities and organisational practices – find out what you're doing well and where you could improve.

**Step 3 - Plan:** Create a plan for health and wellbeing.

**Step 4 - Implement:** Put your plan into action.

**Step 5 - Evaluate:** Review and reflect on your progress, and any changes you've noticed.

## The benchmarks

In the early stages, you'll identify one or more health priorities to focus on, reflecting the needs and interests of your workforce. These evidence-based benchmarks contain strategies to help you ensure you're implementing best practice in relation to health and wellbeing. They are also an invaluable planning tool.

**1 - Alcohol:** Responsible alcohol consumption can have a range of physical and emotional health benefits.

**2 - Healthy Eating:** A healthy diet helps maintain a healthy weight, boosts energy, supports the immune system and reduces the risk of chronic disease.

**3 - Mental Health & Wellbeing:** Improving workplace participation and increasing social inclusion can increase wellbeing and productivity.

**4 - Physical Activity:** Reducing sedentary behaviour and being active supports both physical and mental health, reduces the risk of several diseases.

**5 - Smoking:** Reducing smoking rates among staff and promoting a SmokeFree workplace helps protect the entire workforce from the harms of tobacco smoke.

## What supports will I have?

There are several supports available for workplaces. These include:

- A health professional in your local area
- The Cancer Council of Victoria
- Interactive member portal
- Share of resources between workplaces

Continued overpage ...

*together we are creating a  
healthy workplace*

achievement  
program

## Achievement Program information sheet



### Benefits of the Achievement Program

It's no secret that healthy employees contribute to productive businesses and a positive result for your bottom line. Actively supporting the health and wellbeing of your employees leads to better staff retention, reduced sick leave and improved morale – all great for business.

#### Did you know:

- Healthy workers are nearly three times more productive than unhealthy workers.
- People with chronic disease are 60% less likely to work.
- Obesity costs Australian businesses \$6.4 billion a year in lost productivity.
- On average, a smoker costs 30 days per year in lost productivity.
- Three in five Victorian employees say they would consider an employer's attitude to health when looking for a new job.

And there are many great benefits for employees too. More energy, higher self-esteem, lowering the risk of chronic disease, and feeling happier at work are just a few.

More and more businesses are now actively promoting health and wellbeing in the workplace.

Don't let your business be left behind (State of Victoria, 2015).

### How much does it cost to join?

Nothing. The Achievement Program is a free initiative.

### How can I register my workplace for the Achievement Program and get started?

All you have to do is visit the Achievement Program workplaces website page, <http://www.achievementprogram.health.vic.gov.au/workplaces> and click the big 'Register now' tab on the right-hand side.

*together we are creating a  
healthy workplace*

achievement  
program