

Health and Wellbeing

The Health and Wellbeing Award recognises outstanding strategies and initiatives that promote and support the health and wellbeing of the workforce. These organisations are able to demonstrate their commitment to workforce health and wellbeing showing how they make it an organisational priority, and embed health and wellbeing in the organisational plans, policies and processes. They are also able to show the direct impact on the organisation and its business objectives and on the health and wellbeing of its employees.

Supported by Martin Seligman: Founder and pioneer in the study of positive psychology, Martin Seligman is the Director of the University of Pennsylvania Positive Psychology Center.

Note: Those organisations whose health and wellbeing initiatives focus specifically on mental health and wellbeing should also consider applying for the [Workplace Mental Health](#).

Criterion	Defined as:	Suggested evidence:
Specific		
Engagement & Productivity	The initiative has led to increased engagement and productivity at work.	Engagement survey results prior to and as a result of the initiative. Demonstrated increase in productivity that can be linked to the initiative.
Wellbeing	Personal/professional wellbeing initiatives are a key component of the organisation's people management strategy.	Evidence of initiative embedded in current/future people management strategy. Details of budget/hours/resources committed to the initiative. Concrete examples the initiative being implemented within the organisation i.e. scheduling of activities, feedback from employees, newsletters/other communication announcing initiative components.
Positive Psychology	The initiative endorses/encompasses the utilisation of positive psychology tools such as assessment of strengths, engagement exercises and flow building.	Scheduling documents, attendance records, participant materials and/or feedback collected from assessment tools, engagement exercises etc. Documentation of planning, scheduling, conducting, assessing, reporting and embedding of activities, processes and tools contributing to employee engagement, happiness, satisfaction and/or wellbeing within the organisation.
Community	The outcomes of the initiative provide benefit outside of the organisation and can be used to educate others.	Evidence that the initiative or outcomes of the initiative are being shared/used outside of the organisation/across industry i.e. newsletters, training, representation.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The initiative is based on/incorporates a new approach to addressing the specific challenge the organisation is facing.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.

2022 CRITERIA



Impact, Measurement & Outcomes	<p>The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.</p>	<p>Evidence of improvements and outcomes identifiable as resulting from the program/initiative Stakeholder surveys conducted pre/post initiative being introduced i.e. climate survey results, engagement survey results, survey specifically relating to initiative Budget implications of initiative i.e. cost savings/increased revenue as a result of initiative Reporting on initiative results to employees/Board etc. i.e. board paper, newsletter.</p>
Strategic Business Alignment	<p>The program or initiative is aligned with organisational purpose and addresses strategic or business goals of the organisation.</p>	<p>Evidence of how program is aligned to strategic/business goals/organisational purpose i.e. organisational strategy, specific business goals, meeting minutes.</p>
Sustainable	<p>The outcomes achieved are sustainable and/or replicable.</p>	<p>Evidence that initiative is being rolled out in other areas of the organisation i.e. implementation plan/scheduling Plans for ongoing use of the initiative i.e. implementation plan/schedule, training, expansion plans Results of repeated implementation of initiative i.e. incorporation into policy/procedure/business.</p>