## Monash University Policy

<table>
<thead>
<tr>
<th>Policy Title</th>
<th>Wellbeing and Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Effective</td>
<td>Date approved by the Strategy and Resources Committee</td>
</tr>
<tr>
<td>Review Date</td>
<td>Three years from date of approval</td>
</tr>
<tr>
<td>Policy Owner</td>
<td>Monash HR</td>
</tr>
<tr>
<td>Category</td>
<td>Operational</td>
</tr>
<tr>
<td>Version Number</td>
<td>2</td>
</tr>
<tr>
<td>Content Enquiries</td>
<td><a href="mailto:ask.monash@monash.edu.au">ask.monash@monash.edu.au</a> (Australia) <a href="mailto:info.hr@monash.edu.my">info.hr@monash.edu.my</a> (Malaysia) <a href="mailto:michael.seshoka@adm.monash.edu">michael.seshoka@adm.monash.edu</a> (South Africa)</td>
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</tbody>
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### Scope
This policy applies to:
- all campuses; and
- all staff.

### Purpose
Monash University strives to:
- provide a supportive work environment and contribute to the health and wellbeing of all staff;
- work with the University community in the prevention of injuries and illnesses in the workplace through compliance with OHS legislation and the development of a proactive safety culture within the University;
- provide reasonable support to staff with a disability and any staff member suffering an illness or injury; and
- practise and promote environmental sustainability in the University workplace and community.

### POLICY STATEMENT

Consistent with the needs of its business operations and its legislative and other legal obligations, the University seeks to:
- provide a safe and healthy environment for its staff, students and visitors at all campuses;
- provide support and advice to staff on emotional, medical, accommodation, religious/spiritual, educational, and child care issues in order to enhance the health and wellbeing of staff, including the provision of confidential counselling and consulting services;
- provide support for staff with a disability;
- demonstrate its commitment to a sustainable environment and the need to maintain and restore a rich biodiversity; and
- reinforce and operationalise the values and principles stated in the Monash University Ethics Statement and Monash Directions 2025.
### Supporting Procedures
- Wellbeing and Support Procedure – Death in Service
- Wellbeing and Support Procedure – Employee Assistance program (Staff Counselling) and Manager Assist service
- Wellbeing and Support Procedure – Family Violence
- Wellbeing and Support Procedure – Occupational health and safety
- Wellbeing and Support Procedure – Smoke Free Campus
- Wellbeing and Support Procedure – Staff with Disability: Requesting reasonable workplace adjustments
- Wellbeing and Support Procedure – Work cover

### Responsibility for implementation
- Provost
- Vice-Provosts
- Campus Pro Vice-Chancellors
- Deans/Heads of Schools
- Executive Directors/Heads of Units
- Directors
- Faculty Managers-Managers

### Status
Revised

### Approval Body
**Name:** Strategy and Resources Committee  
**Meeting:** 5/08  
**Date:** 5 June 2008

### Endorsement Body
**Name:** HR Directors’ Group  
**Date:**

### Definitions

### Legislation Mandating Compliance

### Related Policies

### Related Documents
- Gender Equity