PURPOSE
This policy demonstrates the University’s commitment to supporting the health and wellbeing of staff.

SCOPE
Staff at the Australian campuses sites and centres of the University.

POLICY STATEMENT
We are committed to supporting your health and wellbeing in our ambition to be Excellent, International, Enterprising and Inclusive.

Your work environment should be supportive, positive and promote a healthy lifestyle. We support initiatives to promote your mental and physical wellbeing and encourage you to adopt and maintain a productive and healthy lifestyle within and outside the workplace.

Our Enterprise Agreement provides generous leave and related provisions to assist you to achieve a healthy life balance and to balance your family, professional and personal needs. You are encouraged to make use of these benefits, including to take breaks away from the workplace to maintain your physical and mental health.

We treat any breach of our policies or procedures seriously. We encourage reporting of concerns about non-compliance and manage compliance in accordance with the applicable Enterprise Agreement or contract terms.

DEFINITIONS
Enterprise Agreements

Refer to the following Monash University Enterprise Agreements:
- Monash University Enterprise Agreement (Academic and Professional Staff) 2014
- Monash University Enterprise Agreement (Trades and Services Staff - Building and Metal Trades Staff) 2009
- Monash University Enterprise Agreement (Trades and Services Staff - Catering and Retail, Cleaning and Caretaking, and Miscellaneous Services) 2005

ADMINISTRATION
Supporting policies
All University policies

Supporting procedures
- All leave
- Annual leave
- Behaviours in the Workplace
- Career break leave
- Defence Force Reserve leave
- Employee Assistance
- Excess annual leave
- Family violence support (inc. leave)
- Long service leave
- Occupational Health and Safety
- Pre-natal and parental leave
- Sick and carer’s leave
- Smoke free campus
- Special leave
- Staff with disability: requesting reasonable workplace adjustments
- WorkCover

Related documents
- Focus Monash
- Occupational Health and Safety
- University Counselling Service

Legislation mandating compliance
- Fair Work Act 2009 (Cth)
- Accident Compensation Act 1985
- Workplace Injury Rehabilitation and Compensation Act 2013
- Disability Discrimination Act 1992 (Cth)
- Occupational Health and Safety Act 2004
- Privacy and Data Protection Act 2014
- Family Violence Protection Act 2008 (Vic)

Responsibility for implementation
- Provost and Senior Vice-President
- Vice-Provosts
- Deputy Vice-Chancellors
- Deans/Heads of Schools
- Executive Directors/Heads of Units
- Directors
- Faculty Managers/Managers

Approval body
Chief Operating Officer & Senior Vice-President

Endorsement body
Chief Human Resources Officer

Policy Owner
Director, Workplace Relations

Date effective
23 February 2018

Review date
3 years from effective date

Category
Human Resources

Version number
1

Content enquiries
Ask.Monash or phone Monash HR on (03) 990 20400