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Wellbeing Strategy and Plan

Healthy mind, body, places and culture



We would like to acknowledge the Bedegal, Gadigal and Ngunnawal people who are the traditional custodians of the lands where each campus of UNSW is located (Kensington, City and Art & Design in Sydney and the Australian Defence Force Academy in Canberra).

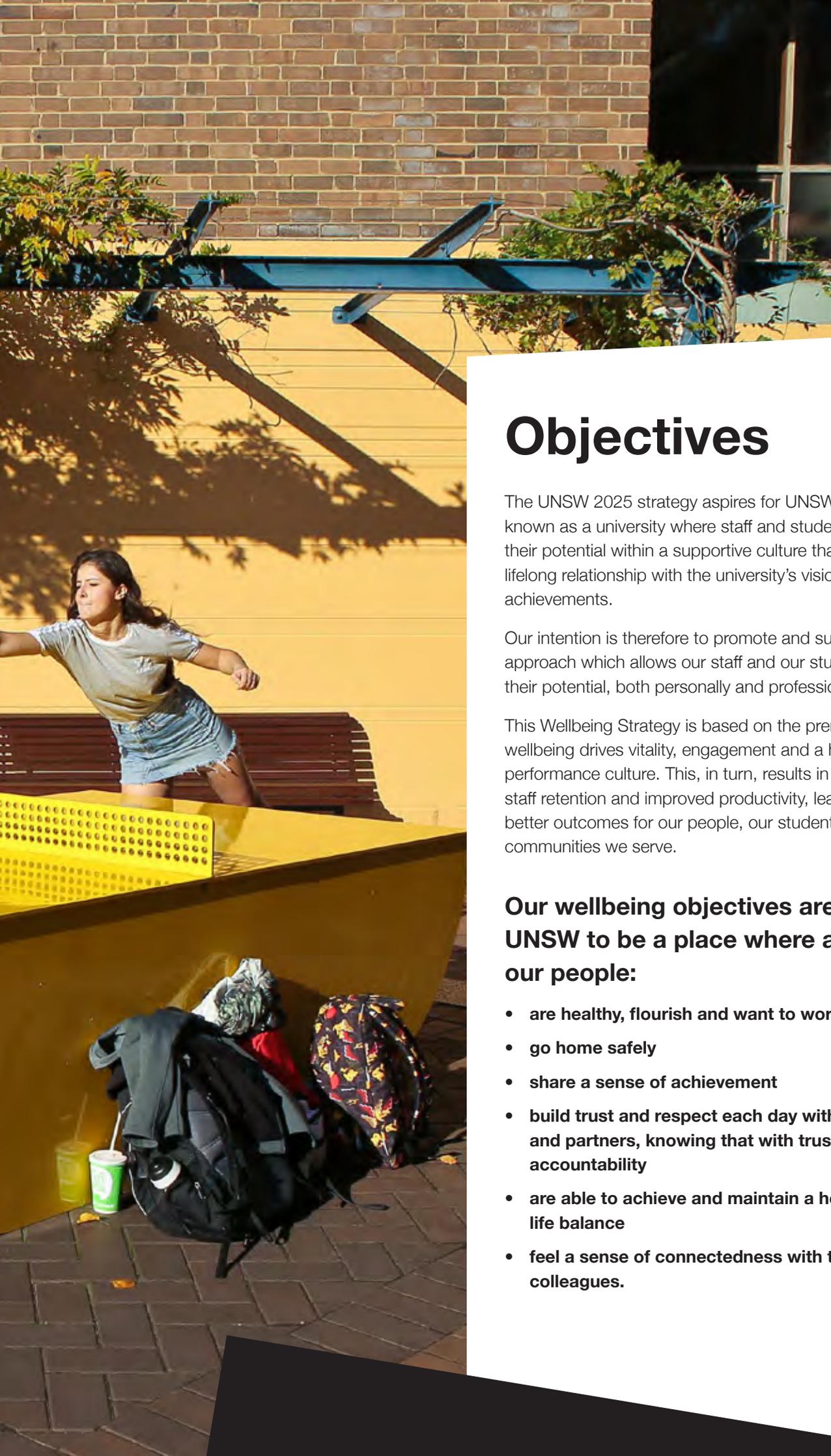
This report is available online at wellbeing.unsw.edu.au

Workplace Wellbeing Strategy



UNSW Wellbeing is a university-wide initiative to promote the health and wellbeing of our campus community.

We're working toward incorporating wellbeing principles and practices into everyday life at UNSW, from organisational culture to education, research and the physical campus environment.



Objectives

The UNSW 2025 strategy aspires for UNSW to be known as a university where staff and students can reach their potential within a supportive culture that fosters a lifelong relationship with the university's vision, values and achievements.

Our intention is therefore to promote and support a holistic approach which allows our staff and our students to realise their potential, both personally and professionally.

This Wellbeing Strategy is based on the premise that wellbeing drives vitality, engagement and a high-performance culture. This, in turn, results in better staff retention and improved productivity, leading to better outcomes for our people, our students and the communities we serve.

Our wellbeing objectives are for UNSW to be a place where all our people:

- **are healthy, flourish and want to work**
- **go home safely**
- **share a sense of achievement**
- **build trust and respect each day with colleagues and partners, knowing that with trust comes accountability**
- **are able to achieve and maintain a healthy work/life balance**
- **feel a sense of connectedness with their colleagues.**

What we mean by 'Wellbeing'

Many factors, both inside and outside the workplace, contribute to an individual's wellbeing – and there is an interplay between the two.

There are also many different ways of discussing wellbeing concepts, some focusing on prevention, health promotion and other positive factors, others on risk management, injury, stress and consequences.

This Workplace Wellbeing Strategy adopts existing UNSW models and some external constructs to frame the scope and focus of our wellbeing.

At an individual level, we characterise the factors that comprise wellbeing at work in four parts: mind, body, places and culture.

We believe a healthy university supports healthy bodies and minds, builds healthy places, develops a healthy culture, including policies and practices that support our staff, students and the broader community to reach their full potential.

Mind, body, places and culture are the pillars of a healthy UNSW and will govern our approach to workplace wellbeing.

Healthy Mind

The mental health and resilience of staff and students.



Healthy Places

The physical learning and working environments that support wellbeing.



Healthy Body

The physical health of our people.

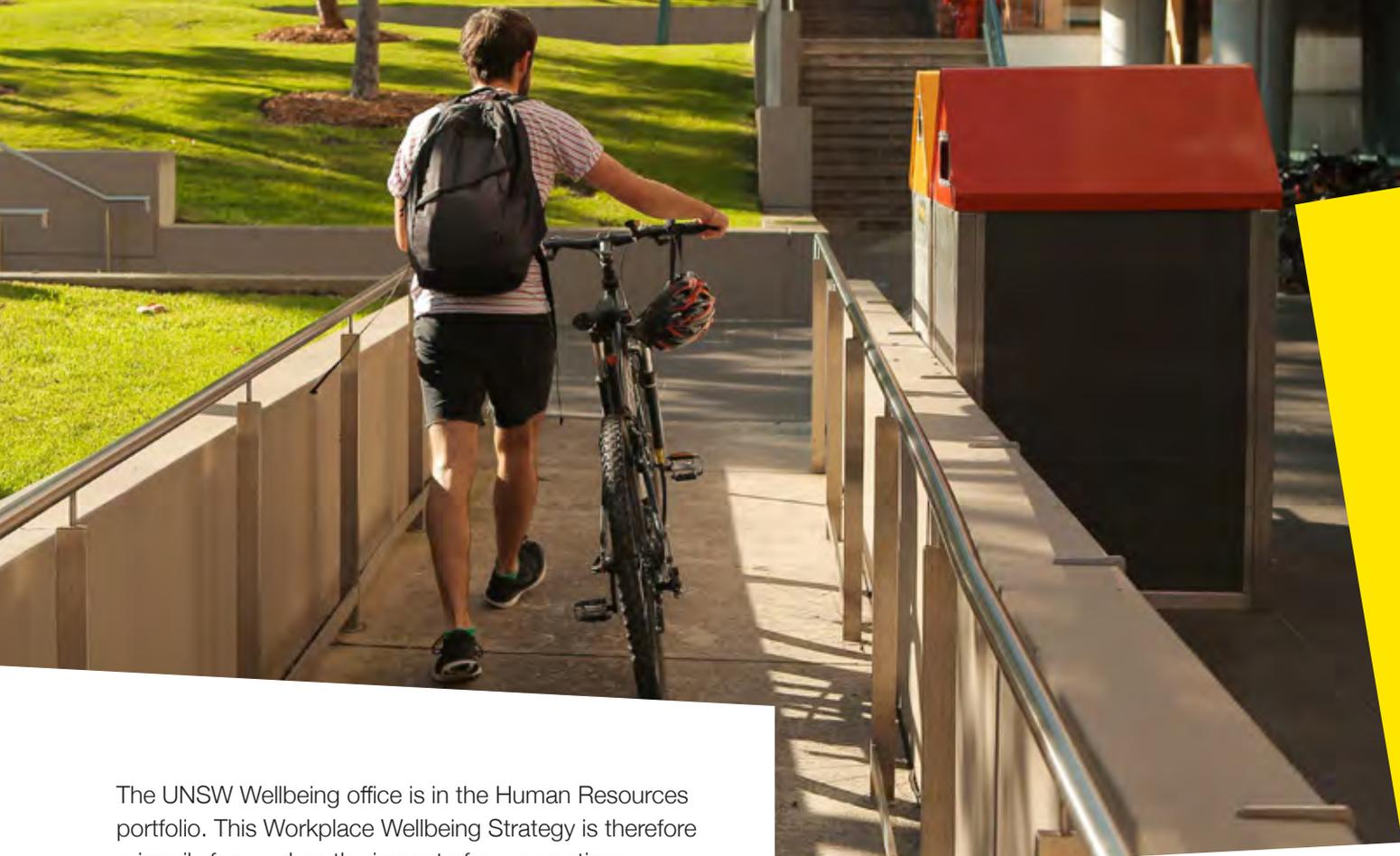


Healthy Culture

A campus community that is inclusive, respectful and connected to UNSW's purpose, values and each other.



The scope of our Workplace Wellbeing Strategy?



The UNSW Wellbeing office is in the Human Resources portfolio. This Workplace Wellbeing Strategy is therefore primarily focused on the impact of our operations, organisational culture and campus environment on the physical and psychological wellbeing of our employees.

While the scope of this strategy is employee focused, wherever possible and appropriate the vision and goals will align with UNSW's student wellbeing focus areas and programs. In the longer term, we aspire to a fully integrated student and staff approach to wellbeing.

The Strategy is designed to complement and integrate with our Health Safety and Environment goals and plans as well as the Human Resources: People and Culture, and Equity, Diversity and Inclusion strategies and plans.

An individual's state of wellbeing, whether physical or psychological, can be considered along a continuum from 'unwell' (or with pre-existing unhealthy conditions) to 'well'. The nature and urgency of the interventions that will benefit an individual depend on where they are on that continuum.

The Strategy is for all of our people:

- **the 1 in 5 likely to experience symptoms of a mental illness in any year**
- **the 45% that will experience mental illness in their lifetime**
- **the majority who will be affected by the physical or mental ill-health of a loved-one in their lifetime**
- **the majority who are well for most of the time.**

Within this latter group there are the naturally expected ebbs and flows of wellbeing. On some days, we feel healthy and energetic, make progress towards our aspirations, and are in good spirits. On other days, we may feel run down, accomplish very little, and experience frustration.

What is the UNSW Wellbeing imperative?

Our wellbeing imperative is to provide a safe and healthy workplace community with outstanding support and development opportunities for all.

We aim to improve:

- engagement and motivation
- a sense of meaning and purpose
- mental and physical health
- views on leadership
- relationships between colleagues
- a sense of connectedness to colleagues and to UNSW
- satisfaction
- productivity
- vitality and quality of life.

How was the Wellbeing Strategy developed?

This Workplace Wellbeing Strategy has been developed in consultation with stakeholders and supports the UNSW 2025 Strategy. UNSW Workplace Wellbeing Champions network, UNSW Executive Team and the Safety and Wellbeing office have all been directly involved in its development.

Healthy mind, body, places and culture are the central pillars that govern our approach to workplace wellbeing.



A healthier place to work, live and learn

Wellbeing at UNSW means supporting everybody to live a healthier, happier, more fulfilling life.

At UNSW:

- our creative spirit inspires us to explore new horizons
- we strive towards a healthy, safe and sustainable future
- we work together with integrity in everything we do
- we embrace excellence in our science and our partnerships.

5 wellbeing principles

We aim to develop projects and initiatives in collaboration with staff across all levels of the organisation, informed by our guiding principles.



Our top 10 wellbeing issues

We have identified a range of health issues which the Wellbeing Strategy seeks to address:

- 1 Physical activity/exercise
- 2 Nutrition/healthy eating
- 3 Psychosocial work environment
- 4 Stress
- 5 Work/life issues
- 6 Sleep/fatigue
- 7 Depression/anxiety
- 8 Tobacco use/smoking
- 9 Financial distress
- 10 Environment and safety.

“ I see wellbeing as an integral component of UNSW’s success. We worked with our colleagues to establish wellbeing goals across UNSW’s Division of Finance and Operations focusing on health and wellbeing and developing meaningful initiatives that we refer to as ‘Happification’. We want to build a culture across UNSW where colleagues feel supported and empowered to put wellbeing on their priority lists and to ensure work is a healthy environment for all.”

Ashley Milosavljevic, Director, Operations,
Office of the Vice-President Finance and Operations



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