

Workplace Wellbeing Audit

A **Workplace Wellbeing Audit** is a needs analysis that will help your organisation understand the mental health needs of your employees in the specific context of your work environment and external factors.

There is no “one size fits all” approach when it comes to a mental health and wellbeing strategy and an organisation’s mental health goals. Undertaking an audit provides your organisation with the basis for practical, solution-focussed actions that not only meet compliance obligations but enables individuals, teams, and organisations to thrive based on evidence informed frameworks and what is meaningful to your workplace.



SuperFriend's Approach

SuperFriend's **Workplace Wellbeing Audit** criteria incorporates elements of our **Indicators of a Thriving Workplace** research, the pillars of an **Integrated Approach** (Promote, Prevent and Support), legislative requirements and psychological risk management approaches.

The audit identifies which policies, programs, supports, and practices exist within your organisation, where there are gaps or legislative non-compliance, and provides the required information to ensure recommended actions are targeted and strategic.

Some of the materials SuperFriend reviews during a **Workplace Wellbeing Audit** include:

- Mental Health and Wellbeing Strategy
- Company Values
- Policies and Guidelines
- Work Health and Safety Strategy
- Risk Management
- Induction, training and development activities
- Recruitment
- Performance Review Process
- Current programs, Initiatives or Support Services
- Employee Assistance Program data
- Incident and cCaims data
- Engagement data
- Wellbeing data
- HR data
- Income protection data

Key Steps

1. Initial scoping phone call with one of SuperFriend's Workplace Wellbeing Consultants to help us better understand your business context and the drivers for the audit, and allow us to provide an overview of the steps involved.
2. SuperFriend provides a list of required information/evidence related to workplace mental health approach.
3. SuperFriend reviews organisational evidence and documentation provided and conducts assessment against audit criteria.
4. Findings are provided in a report indicating results for each criteria and specific areas of strength or development and potential gaps in the organisation's approach to managing mental health and well-being.
5. Recommendations are provided for each criterion and summarised into actionable next steps to directly address the needs of the organisation. High priority items are indicated to provide direction. These recommendations can form the basis for the development of a wellbeing strategy and action plan.
- 6.
7. Following provision of the audit report, a 30–60-minute discussion is scheduled to answer any queries in relation to the audit and to support with next steps as required.

Optional Steps

- *SuperFriend can deliver a facilitated workshop following the audit to provide an opportunity to workshop the results and potential next steps in a collaborative, cross-functional way.*
- *Follow-up consultations to review and guide actions and progress*

Investment

A quote will be provided based on your organisation's needs and size.
Pricing starts from **\$2,750 (plus GST)**.

Contact Us

If you want to find out more or organise a Workplace Wellbeing Audit for your workplace, please contact us at info@superfriend.com.au

