



# Workplace health and wellbeing champions

Workplace champions go by many titles: advocates, leaders, connectors or mentors. No matter what the name, the role can be critical to the success of your health and wellbeing program. A workplace champion advocates for change and drives workplace health and wellbeing activity.

## Possible roles and responsibilities

- Determine workers health and wellbeing interests, through surveys or meetings and feedback information to decision makers
- assist in the development and delivery of activities or events
- work with stakeholders and external organisations to source activities and information
- generate innovative ways to promote activities and events
- talk to decision makers about the importance of investing in worker health and wellbeing
- talk to colleagues about planned changes and motivate them to join in
- mentor colleagues to make healthy choices, drawing on own positive experiences.

## Qualities and skills

- A good understanding of structures and processes within the workplace;
- some authority to support change and progress ideas;

- some experience (or is looking for some) to manage a project or coordinate tasks;
- good relationships with colleagues and can engage on many levels;
- understanding of health and wellbeing, or willingness to learn;
- enthusiastic;
- considerate of individuals' personal choice and privacy; and the
- capacity to take on the role within the confines of their own job.

## To support potential champions, consider:

- forming a small group to share the workload. This may be useful if your workplace doesn't have a dedicated health and wellbeing coordinator
- when recruiting, communicate details about the role and anticipated size of the commitment when recruiting
- how management will support champion(s) Will the workplace provide training if required? Is other support available?
- ensuring realistic time is allocated to each role and task
- possible incentives in addition to personal skill development. Consider if the workplace may offer recognition of added duties, time in lieu for training or activity planning.

## Further information

To access the toolkit, all of the tools, and associated resources required to plan, implement and evaluate your own workplace health and wellbeing program head to *Healthy Workers – Healthy Futures Initiative* at [www.sahealth.sa.gov.au/healthyworkers](http://www.sahealth.sa.gov.au/healthyworkers)

## Contact information

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