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

Contact information

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