



Australian Government

SIRXHWB002 Promote workplace health and wellbeing

Release: 1

SIRXHWB002 Promote workplace health and wellbeing

Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to promote improved health and wellbeing amongst team members.

It applies to individuals working in frontline management roles in a diverse range of industry sectors and business contexts. They operate independently with some responsibility for others and decision making, and within established organisational policies and procedures.

No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Competency Field

Health and Wellbeing

Unit Sector

Cross-Sector

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Review team health and wellbeing.	1.1.Research strategies for improved health and wellbeing in the workplace. 1.2.Analyse factors impacting on health and wellbeing in the workplace. 1.3.Determine techniques that support achievement of improved health and wellbeing in the workplace. 1.4.Develop a plan for improved health and wellbeing in line with relevant organisational policies and procedures.
2. Facilitate health and wellbeing in the	2.1.Develop awareness of health and wellbeing among team members including factors contributing to, and risks

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| workplace. | impacting health and wellbeing.
2.2.Maintain personal health and wellbeing to foster a healthy and safe workplace.
2.3.Encourage team members to support each other in developing personal health and wellbeing.
2.4.Adopt work routines and procedural strategies to manage health and wellbeing. |
| 3. Monitor workplace health and wellbeing. | 3.1.Monitor individual performance of team members against their health and wellbeing needs.
3.2.Conduct regular reviews of individual and team workplace health and wellbeing to identify variations and difficulties.
3.3.Respond appropriately to behavioural signs of reduced health and wellbeing among team members. |

Foundation Skills

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

SKILLS	DESCRIPTION
Oral communication skills to:	communicate with team members to develop awareness of workplace health and wellbeing.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ca051b1b-5101-4ec2-ac1c-49699303188d>

Assessment Requirements for SIRXHWB002 Promote workplace health and wellbeing

Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- develop and implement a health and wellbeing plan for one work team that addresses one of the following health and wellbeing needs:
 - resilience
 - workplace stress management
 - workplace fatigue
 - work-life balance
- detail in the plan:
 - techniques to support achievement of health and wellbeing
 - work routine and procedural strategies required
 - communication strategies
- review impacts of health and wellbeing plan and identify areas for further improvement.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- key features of a workplace health and wellbeing plan
- strategies for successful implementation of a workplace health and wellbeing plan
- factors that contribute to achievement of optimal health and wellbeing
- factors that impact on health and wellbeing:
 - fatigue and stress
 - work demands
 - working hours
- techniques to support achievement of health and wellbeing:
 - manageable work demands
 - allowing individuals control
 - regular encouragement
 - cohesive working relationships
 - communicating and managing change
- work routine and procedural strategies to manage health and wellbeing:

- review of work demands
- flexible working
- high level of autonomy
- team member reviews
- regular work breaks
- manageable working hours
- realistic, documented role expectations
- behavioural signs of reduced health and wellbeing:
 - fatigue
 - headaches
 - depression
 - anxiety
 - irritability
 - pessimism
 - feeling overwhelmed
 - difficult in making decisions
 - absenteeism
 - reduced productivity
 - mood swings
 - disinterest.

Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- sources of information on workplace health and wellbeing
- team members with whom the individual can interact; these can be:
 - individuals in an industry workplace, or
 - individuals who participate in role plays or simulated activities, set up for the purpose of assessment, in a simulated industry environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

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