

Policy Statement

Tallangatta Health Service (THS) will proactively work towards improving the health and wellbeing of patients, residents, clients, participants, staff and community members. THS will offer a holistic approach to maintaining and improving health by promoting a range of information and programs to support individuals to make informed decision about their health and wellbeing. Such an approach recognises and includes the physical, mental, social and environmental determinants that impact health and wellbeing. It also includes addressing the inequities and disadvantages that exist within communities (1).

Policy Applies To

Tallangatta Health Service staff, visitors, volunteers, VMOs, contractors, residents and community members

Purpose and Scope

THS aims to make the healthy choice the easy choice in the places people live, work, learn and play and seeks to work collaboratively with partners to effect genuine and lasting change.

THS aims to improve participation and increase social inclusion as this can increase wellbeing and productivity. Mentally and physically healthy workplaces have a positive workplace culture, help staff manage stress, support people with mental health conditions and have a zero-tolerance approach to discrimination. Healthy workers are almost three times more productive than unhealthy workers and unhealthy workers have up to nine time the annual sickness absence of healthy workers (2).

THS acknowledges the importance of the social determinants of health and a holistic approach by building;

- A healthy Culture
- A healthy Physical Environment
- Healthy Community Connections
- Health and Wellbeing Opportunities (1)

Providing a safe and healthy environment that promotes and encourages health and wellbeing through healthy eating, physical activity and active living, smoke free workplaces, mental health support as well as climate. THS will support health and wellbeing through a number of strategies.

Definitions and Abbreviations

Mental health: "Includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices." (3).

Physical activity: Any bodily movement produced by skeletal muscles that requires energy expenditure (4). This can include activities involving bodily movements that is done as part of planned recreational activities and exercise as well as incidental activities, playing, working and active transportation. Australia's Physical Activity and Sedentary Behaviour Guidelines for Adults (18-64(4), are as follows:

- Doing any physical activity is better than doing none. If you currently do no physical activity, start by

- doing some, and gradually build up to the recommended amount.
- Be active on most (preferably all) days, to weekly total of: 2.5 to 5 hours of moderate activity or 1.25 to 2.5 hours of vigorous activity or an equivalent combination of both.
- Muscle strengthening activities on at least 2 days each week.
- Minimise the amount of time spent in prolonged sitting.
- Break up long periods of sitting as often as possible

Active transportation: Includes activity such as walking, cycling, and running as a mode of transport (e.g. going to work and home). It also includes taking public transport and the associated incidental exercise gained over traditional car-based travel. Active transport is an easy way to meet physical activity needs (5).

Healthy eating: Eating a wide variety of foods from the five food groups each day. Healthy eating also means eating in a way that is socially and culturally appropriate, having regular meals and snacks, and eating food to satisfy hunger, appetite and energy needs (6).

Internal Catering – Catering supplied by our catering services for staff in house and includes products brought in from suppliers. Internal catering menu must follow the Healthy Choices: food and drink classification guidelines for foods categorised as 'Green', 'Amber' and 'Red'. No RED foods are provided (with majority of options to be GREEN).

Term	Definition
Classification of foods according to the <i>Healthy Choices: food and drink classification guide</i>	
GREEN	Food and drinks in the GREEN category are the healthiest choice, they are usually: <ul style="list-style-type: none"> ○ Good sources of nutrients ○ Lower in saturated fat (unhealthy fat), added sugar and/or salt ○ Lower in energy (kilojoules) ○ High in fibre
AMBER	Food and drinks in the AMBER category should be selected carefully and consumed in moderation. They provide some valuable nutrients but can also: <ul style="list-style-type: none"> ○ Contribute to excess energy (kilojoule) intake ○ Contain higher amounts of saturated fat, added sugar and/or salt
RED	Food and drinks in the RED category are based on the 'discretionary' (sometimes food) choices, these should be consumed in small amounts occasionally: <ul style="list-style-type: none"> ○ High in saturated fats, added sugar and/or salt ○ High in energy (kilojoules) ○ Lacking in important nutrients such as fibre

Table 1: Classification of foods according to the Healthy Choices: food and drink classification guide (6)

Policy Principles

General

- Provide health and wellbeing support for employees, volunteers, and in some circumstances, family members.

- Assist in increasing the knowledge and skills about health and wellbeing within the workplace community.
- Create a healthy positive workplace and workforce culture and environment that promotes and supports health and wellbeing.
- Promoting a positive workplace environment where mental health and wellbeing is supported.
- Encourage and provide opportunities for staff to be physically active.
- Create an environment where healthy eating is encouraged and healthy options are made available.
- Engage with the wider community to support and promote health and wellbeing initiatives.
- Create and promote a positive and equitable workplace environment where health and wellbeing programs are supported by management through visible participation and promotion.
- Provide healthy opportunities, information and resources to the workplace community. Actively promote, encourage and support the workplace community participation in health and wellbeing initiatives within and outside the workplace setting.
- Ensure employees and managers are jointly involved in promoting, supporting and encouraging health and wellbeing in the workplace.

Healthy Eating

To guide our organisations healthy eating policy we are implementing the Victorian Governments Healthy Choices: Policy directive for public Victorian Hospitals and Health Services. These guidelines classify foods and drinks as GREEN (best choices), AMBER (choose carefully) or RED (limit) according to their nutritional value.

The Healthy choices: food and drink classification guide describe foods and drinks in each category, as shown in Table 1 and explains how to decide which category a food or drink fits into. All onsite catering and catering sourced outside the facility will adhere to these guidelines to support board members, staff, volunteers, and visitors in making healthier food and drink choices.

In a snapshot, the Healthy choices: policy directive for Victorian public health services' (the Policy directive) recommends that:

- Foods and drinks from the GREEN (best choices) category are the main choices offered,
- AMBER (choose carefully) foods and drinks be offered as long as the majority of choices are from the GREEN category,
- Drinks: THS Vending machines: No RED drinks to be available, or promoted/advertised. At least 50% GREEN drinks, and no more than 20% drinks containing artificial or intense sweeteners (classified AMBER) are available.
- Catering: No RED drinks are provided (with majority of options to be GREEN).
- Food: THS Snack Vending machine: At least 50% GREEN foods and no more than 20% RED foods are available. No RED foods to be promoted/advertised.
- Food Internal Catering: No RED foods are provided (with majority of options to be GREEN).

Advertising and Promotion:

- GREEN choices are promoted.
- RED choices are not promoted.
- THS's logo is not to be used alongside RED choices.

Healthier options, or fundraising opportunities not related to foods and drinks are encouraged. (5).

This policy excludes residents and internal catering does not apply to daily menu choices supplied by food services to residents at Bolga Court, Lakeview, Acute, or Meals on Wheels. This does not formally apply to food and drinks brought in by team members (for example, for birthdays, morning teas for graduates), however, team members are encouraged to provide healthier options and staff are encouraged to consider providing healthy options and to avoid promoting unhealthy fundraising activities (for example, chocolate or confectionery drives) in public spaces such as kitchens, reception areas and nurse's stations (6).

Smoke Free workplace

THS is committed to providing a safe and healthy workplace for all people. Reducing tobacco-related harm is a Victorian Health Promotion Priority. THS is a smoke free organisation for all staff, visitors, clients, volunteers and contractors. Smoking is not permitted within any part of THS which includes buildings, accommodation, grounds, THS fleet vehicles, and by staff & volunteers when in client's homes.

THS employees are to approach people smoking within the THS site and alert them to the smoke free policy.

Non-compliance of staff in relation to the Smoke Free Policy may result in disciplinary action.

As smoking breaks do not constitute recognised paid work, they should be taken in accordance with work unit meal break and rest pause arrangements.

All staff who smoke have access to quit smoking programs and resources and will be supported to explore these. THS is a smoke free organisation, however, recognises that residents and patients accessing services who make an informed decision to continue smoking will be supported to do so.

Physical Activity and Active Living

THS support the following strategies to decrease sedentary behaviour and increase physical activity in the workplace:

- Standing or walking meetings.
- Stretch or movement breaks during meetings.
- Encourage active transport to and from work, where applicable, or parking further away from the health service to increase activity levels.
- Encouraging participation for active living and physical activity initiatives'; such as morning exercise classes / staff use of the THS Gym.
- Promotion of the Australia's Physical Activity and Sedentary Behaviour Guidelines for Adults on our intranet resources (7).

Climate and Health

THS are committed to support climate and health actions through the Victorian Government Achievement Program, a free health and wellbeing program helps you create a healthier environment for working and learning (8). This is achieved by promoting resources, awareness and strategies with the promotion of 6 broad climate actions:

- Increase active travel – through the promotion of walking/cycling 'to' and 'from' work.
- Eat more plants – THS Healthy Eating Recipe Book, promotes including vegetarian / vegan meals to your diet.
- Promoting the reduction of food waste – THS actively recycles, partners with The Garden by the Lakeside composting food waste from local businesses and promotes local initiatives such as Community Food Share and Community Food Share Garden.
- Use less energy – THS uses solar energy and promotes unused spaces have lights turned off.
- Engage in nature – The facility has a resident's vegetable garden, and proactively promote walking meetings and Health and Wellbeing initiatives that are outdoor activities.
- Getting climate ready – THS have partnered with Global Green and Healthy Hospitals (9).

Mental Health and Wellbeing

To support positive mental health and wellbeing in our workplace by:

- Creating a healthy workplace culture by offering resources to increase employee knowledge and skills around positive mental health and wellbeing.
- Providing support and empathy for employees that may be experiencing mental health issues – with access to Employee Assisted Programs and Health programs.
- Providing a physical work environment that supports positive mental health and wellbeing.
- Supporting and promoting mental health and wellbeing initiatives in the wider community.

References, Legislation & Acts

Australian institute of Health and Wellbeing; Australia's health 2016 A framework for determinants of health - Social determinants of health: <https://www.aihw.gov.au/getmedia/11ada76c-0572-4d01-93f4-d96ac6008a95/ah16-4-1-social-determinants-health.pdf.aspx>

Medibank Private 2005. The health of the Australian workforce. 1 July 2011: https://www.medibank.com.au/content/dam/client/documents/pdfs/sick_at_work.pdf

Mental Health.gov. Let's talk about it. What Is Mental Health? <https://www.mentalhealth.gov/basics/what-is-mental-health>

World Health Organisation. Physical Activity - November 2020: <https://www.who.int/news-room/fact-sheets/detail/physical-activity>

VicHealth Active Transport Fact sheet – 2007. https://www.vichealth.vic.gov.au/~/_media/programsandprojects/physicalactivity/attachments/active_t

[transport_fact.ashx](#)

Healthy choices: food and drink classification guide A system for classifying foods and drinks 2020:

<https://www.health.vic.gov.au/sites/default/files/migrated/files/collections/policies-and-guidelines/h/healthy-choices-food-and-drink-classification-guide-2020.pdf>

Department of health and Aged Care. Australia's Physical Activity and Sedentary Behaviour Guidelines for Adults - Physical activity and exercise guidelines for all Australians:

<https://www.health.gov.au/health-topics/physical-activity-and-exercise/physical-activity-and-exercise-guidelines-for-all-australians>

Achievement Program - <https://www.achievementprogram.health.vic.gov.au/>

Global Green and Healthy Hospitals <https://www.greenhospitals.net/>

Standards

Australian Aged Care Quality Agency (Aged Care Quality Standards)	Standard 8
National Safety & Quality Health Service Standards (NSQHS)	Standard 1
National Disability Insurance Scheme (NDIS)	Core Module 2
Royal Australian College of General Practitioners (RACGP)	Core Standard 3

Key Aligned Documents

- Towong Alliance Health Communities Plan
- Towong Shire Municipal Health & Wellbeing Plan
- Tallangatta Health Service Community Health – Health Promotion Plan (2021-2022)
- Victoria Government guidelines Community Health -Health Promotion (2021-2025)
- Victorian Department of Human Resources (2003). Integrated Health Promotion Resource Kit
- Upper Hume Primary Care Partnerships Plan
- Department of Human Services health promotion resource page:
http://www.health.vic.gov.au/health_promotion
- Tallangatta Health Service Healthy Eating Catering guidelines
- Achievement Program <https://www.achievementprogram.health.vic.gov.au/>

Governance

POLICY NUMBER: <#doc_num> V<#ver_num>

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HOLDER:

APPROVING COMMITTEE:

Healthy People Policy



DATE APPROVED:

REVIEW & UPDATE BY:

<#next_review_date>



integrity



caring



adaptable



respect



excellence