

Physical activity benchmarks

To be recognised for this health priority area, workplaces must meet the benchmarks in the green boxes. Below each benchmark are strategies to help achieve it. The strategies in the blue boxes are mandatory, while the white boxes contain suggested strategies.

Healthy culture

The organisational culture promotes physical activity through supportive leadership, participation and shared decision-making.



Policies are developed which include an organisational commitment and specific actions to support physical activity, including increasing active travel and reducing sitting for long periods of time:

- policies are cross-referenced with other relevant policies in the workplace and relevant guidelines e.g. Occupational Health and Safety and National Physical Activity Guidelines
- policies are regularly monitored and reviewed.

Employees and managers are jointly involved in supporting physical activity by:

- working together to develop ideas to support physical activity in the workplace
- ensuring staff inductions include information on how physical activity is being encouraged and promoted.

Active and sustainable forms of transport are encouraged and promoted, including:

- walking
- using public transport and getting off several stops earlier
- carpooling and parking the car further away
- riding a bicycle.

Communication between employees and managers includes active behaviour.

For example:

- standing up when talking on the phone
- going for a walk over a meal break
- talking in person rather than by email
- walking meetings and discussions.

Healthy culture *continued...*

Managers and senior employees recognise they are role models in the workplace and encourage and support physical activity by:

- participating in working groups, for example the health and wellbeing team
- walking or using public transport
- encouraging employees to take breaks to take a short walk or stretch.

Brief periods of activity are encouraged. For example:

- stretching before starting work, especially in a physically demanding job, such as, farming or construction
- short walks and incorporating walking into work tasks, such as walking across a work site rather than driving, walking to meetings nearby and conducting walking meetings
- stop-and-stretch breaks e.g. on long driving commutes, construction or farming jobs.

Flexible working hours are offered to accommodate physical activity opportunities.

Healthy physical environment

The workplace environment supports physical activity before, during and after work.



If stairs or steps are available, these are well-maintained and the use of them is encouraged and promoted, this could be through:

- ensuring they are well lit and clean
- developing prompts to use the stairs that are displayed near the stairs or lifts and escalators
- running stair climbing or step pedometer challenges
- booking meetings on other floors.

Sitting for long periods is reduced where possible. Ideas include locating printers and waste bins away from desks or workstations.

Facilities are provided to support active travel, such as:

- bike racks in safe, convenient and accessible locations
- showering and changing facilities
- lockers to store clothing.

Map and promote walking and cycling routes close to the workplace.

If relevant, height-adjustable desks are provided as an option for personal workspaces or meeting rooms (if resources and budget are available).

Map and promote public transport options to and from the workplace.

Provide weather protective gear or access to weather information to encourage walking or cycling during breaks or to meetings, for example:

- umbrellas
- SunSmart UV update (information on when sun protection is needed).

Use on-site facilities, such as a gym, or large indoor space for activities such as yoga or Pilates (where feasible).

Health and wellbeing opportunities

Resources, information and opportunities are provided to increase physical activity.



Information is provided about opportunities to be active near the workplace, such as:

- walking groups
- recreation opportunities
- sporting clubs
- fitness centres and gyms.

Employees are encouraged to participate in organised events in the community e.g. fun runs, walking events or ride to work events. If feasible offer subsidised entries.

Arrange a workplace team to participate in organised sport and physical activities, such as yoga, netball and tennis.

Information and resources are provided about physical activity, such as:

- the benefits of different types of activity
- how to achieve the recommended 30 minutes of activity a day
- safe physical activity practices at all times to avoid injury.

Information is provided on the link between being inactive and increased risk of health conditions, such as type 2 diabetes, heart disease, some cancers, and musculoskeletal aches and pains.

Start a workplace challenge, such as:

- pedometer challenge
- walking or running teams
- stair challenges.

Healthy community connections

Connections and partnerships in the local community are made to support physical activity and active travel initiatives.



Community or employee physical activity events run or supported by the organisation provide and promote healthy food and drink consistent with the Healthy Food Charter and Australian Dietary Guidelines.

Partner with local community leisure activities, for example, encourage participation in a local community garden.

Organise with a local company or instructor to provide user-pays on-site fitness and activity classes.

Work with other local workplaces to identify and address barriers to active travel.

Partner with local clubs and community sport and recreation facilities to create opportunities for staff to be active, such as:

- discounted rates or memberships with local fitness centres
- free introductory sessions at fitness centres or local clubs.