

Healthy eating 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 healthy eating through supportive leadership, participation and shared decision-making.



Policies are in place to support healthy eating, including healthy food and drink provision. These are consistent with the *Healthy Choices: Healthy Eating Policy and Catering Guide for Workplaces*.¹

- policies are cross-referenced with other relevant policies e.g. responsible service of alcohol, breastfeeding policy and food safety
- policies are regularly monitored and reviewed.

Employees and managers are jointly involved in supporting healthy eating by:

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

Healthy options are offered and encouraged when food and drink is provided for celebrations, meetings and breaks.

Management lead by example and support healthy eating by:

- ensuring healthy food and drink is encouraged
- ensuring healthy food is easily accessible either within or near the workplace
- encouraging staff to take meal breaks
- promoting key messages, through forums and meetings.

1. www.health.vic.gov.au/nutrition

Healthy culture *continued...*

If appropriate, a breastfeeding friendly workplace policy is in place:

- workplaces could take part in a Breastfeeding Friendly Workplace Accreditation scheme.

Fundraising promoting unhealthy food and drinks is discouraged, and healthier options or fundraising opportunities not related to food and drink are supported, for example plant drives.

Where feasible, healthy food and drink provided on-site is subsidised, such as:

- fruit boxes
- low fat milk provided for tea and coffee.

Healthy physical environment

Healthy food and drink choices are available and promoted, with less healthy choices limited.



Food and drink provision complies with the *Healthy Choices: Healthy Eating Policy and Catering Guide for Workplaces*.¹ This includes:

- on-site canteen or food retail outlet
- when catering is provided
- vending machines.

Water is freely available.

Space is provided for meal breaks and facilities are available to allow healthy food to be prepared and stored, such as:

- fridge and freezer
- preparation space
- microwave and sandwich maker.

If applicable, remove vending machines or ensure contents are in line with good practice guidelines i.e. the *Healthy Choices: Healthy Eating Policy and Catering Guide for Workplaces*.¹

Health and wellbeing opportunities

Resources, information and opportunities are provided to increase knowledge and skills for healthy eating.



Provide information and healthy eating messages across the workplace, in places such as:

- common area display boards or screens
- intranet
- reception area
- canteen or cafeteria
- tea room or kitchen.

Where food and drink is provided on-site, develop point-of-sale promotional strategies to encourage purchase of healthier options.

Opportunities are provided for staff to develop nutrition knowledge and skills through:

- education sessions
- healthy lunch or cooking demonstrations
- phone apps that promote healthy eating freely offered to staff
- reward packages for staff may include fruit and vegetable boxes or cooking classes.

Healthy community connections

The organisation engages with the wider community to support healthy eating and healthy food initiatives.



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

The organisation does not engage in sponsorship, marketing or advertising to children and youth of food and drinks inconsistent with the Healthy Food Charter.

Partner or encourage participation with local healthy eating and food schemes, such as:

- school canteens or vegetable gardens
- community gardens
- social enterprise healthy catering schemes
- community kitchens.

Healthy community connections *continued...*

Ensure workplace social events offer healthy options and messages to employees and their families.

Liaise with local mobile or fixed food services to provide healthy options:

- Gather feedback from employees to find out what healthier options would be purchased.
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Utilise the expertise and resources of healthy eating and healthy food organisations or initiatives, such as the Healthy Together Healthy Eating Advisory Service.

Encourage and support workers and their families to participate in local community healthy food and eating programs.

Support and promote local food and drink retailers that provide healthy options.
