

## HEALTH AND WELLBEING POLICY

**XPower takes the welfare of its employees seriously and is committed, as far as is reasonably practicable, to providing all employees with a healthy and safe environment both at work and at home.**

XPower recognises the need to undertake health surveillance to monitor employee health, to ensure that employee health has not been compromised by their work environment or potential exposure to hazardous work.

Following any critical incident that may impact employee health, XPower will consult and communicate with all employees an appropriate response plan. This may be, but is not limited to, applicable Government information/updates, customer safety alerts, workplace posters, current health & safety information.

In accordance with the relevant legislative requirements and in conjunction with employees via work group meetings, toolbox meetings etc., management will identify all positions where employee health maintenance and monitoring is required and implement a health monitoring program.

This program may include undertaking and/or reviewing the following:

- Audiometric (hearing) testing
- Ophthalmological (eye) testing
- Sun Smart education/testing
- Employee Fitness for Work and Fatigue Management
- Review of Employee Assistance Program
- Protect claims
- Lost time injuries
- Medical treatment injuries
- Incident Reporting
- WorkCover claims
- Return to Work Management
- Syringe / Needle disposal
- Alcohol and Drug Testing












Health monitoring should not be perceived as a means of penalising employees for any health problems they may have developed (whether work-related or not), but as an effort to ensure optimum employee health and safety and continuous improvement of our health and wellbeing policy.

Under employment and safety law employers must take reasonable steps to provide a safe work environment and all employees must take reasonable care for the health and safety of themselves and those they work with.

An employee has access to several leave entitlements which may include but are not limited to paid and/or unpaid personal leave (sick/carers), compassionate leave, family & domestic violence leave, annual leave etc.

We recognise there may be a number of life pressures that impact on your health and wellbeing. We encourage you to let us know when life is not going to plan, and to seek support.

All employees are encouraged to utilise the resources below and to seek assistance from XPower Management. XPower can help guide them in the right direction to seek help for their particular needs.

<ul style="list-style-type: none"> <li>Gambler's Help: 1800 858 858 <a href="http://www.responsiblegambling.vic.gov.au">www.responsiblegambling.vic.gov.au</a> (a phone &amp; internet chat service providing information and support to assist with addiction)</li> </ul>	
<ul style="list-style-type: none"> <li>Direct Line: 1800 888 236 <a href="http://www.directline.org.au">www.directline.org.au</a> (24/7 confidential alcohol &amp; drug counselling, information and referral line)</li> <li>Quitline: 13 78 48 <a href="http://www.quit.org.au">www.quit.org.au</a></li> </ul>	
<ul style="list-style-type: none"> <li>LifeLine Australia: 13 11 44 <a href="http://www.lifeline.org.au">www.lifeline.org.au</a> (crisis support &amp; suicide prevention)</li> <li>Beyond Blue: 1300 224 636 <a href="http://www.beyondblue.org.au">www.beyondblue.org.au</a> (provides resources for recovery, management and resilience for anxiety and depression, including man therapy designed to get blokes to take practical action to take charge of depression and/or anxiety and to combat suicidal thoughts)</li> </ul>	
<ul style="list-style-type: none"> <li>MensLine: 1300 78 99 78 <a href="http://www.mensline.org.au">www.mensline.org.au</a> (free, confidential professional counsellors trained to have a special understanding of men's perspectives and issues. Available 24/7 telephone hotline)</li> </ul>	
<ul style="list-style-type: none"> <li>Relationships Australia: 1300 364 277 <a href="http://www.relationshipsaustralia.org.au">www.relationshipsaustralia.org.au</a> (provide counselling, family dispute resolution, a range of family and relationship education programs and do out-of-court settlements instead of expensive Family Court divorces)</li> </ul>	
<ul style="list-style-type: none"> <li>GriefLine: 03 9935 7400 <a href="http://www.griefline.org.au">www.griefline.org.au</a> (free, confidential professional counsellors trained to understand the grieving process – whether for a loved one, a pet, a miscarriage or perhaps a relationship that has ended. Available 12pm-3am each day)</li> </ul>	
<ul style="list-style-type: none"> <li>ParentLine Victoria: 13 22 89 (professional counsellors who can advise on parenting challenges. Available 8am-midnight, 7 days a week)</li> </ul>	
<ul style="list-style-type: none"> <li>Maternal &amp; Child Health Line: 13 22 29 <a href="http://www.education.vic.gov.au/childhood/parents">www.education.vic.gov.au/childhood/parents</a> (a 24hour service to provide guidance on issues relating to child health, nutrition, breastfeeding, parenting and maternal health)</li> </ul>	
<ul style="list-style-type: none"> <li>Access Australia: <a href="http://www.access.org.au">www.access.org.au</a> (Support website/community for men, women and families having difficulty with conception)</li> </ul>	
<ul style="list-style-type: none"> <li>MoneyHelp: 1800 007 007 <a href="http://www.moneyhelp.org.au">www.moneyhelp.org.au</a> (not-for-profit service providing money management help including debt refinancing, budgeting &amp; professional advice)</li> <li>Australian Securities &amp; Investments Commission (ASIC) run website to help people make smart choices about their personal finances <a href="http://www.moneysmart.gov.au">www.moneysmart.gov.au</a></li> </ul>	
<ul style="list-style-type: none"> <li>Australian Government Department of Health: 1800 020 103 <a href="http://www.health.gov.au">www.health.gov.au</a></li> <li>World Health Organisation: <a href="http://www.who.int">www.who.int</a></li> </ul>	

Employees have access to Protect Counselling through their Protect membership. This is a free, confidential support program run by independent, fully qualified professionals. Website: [www.protect.net.au](http://www.protect.net.au). Protect Counselling Portal has valuable resources and information on work related topics such as; Workplace Change, Family and Relationships, Mental Health, Social Isolation and Workplace Conflict. To login to the portal the username is 'Protect' and the password is also 'Protect'. The portal is part of Protect's overall counselling services and we strongly encourage you to call Protect Counselling on 1300 725 881 as your first priority.

Employee Assistance Program (EAP) is accessible to all XPower employees. EAP is a professional counselling service and is a point of contact for any employees who feel that they would benefit from using the service. EAP counselling is confidential and at no time will content or the outcome of your sessions be passed onto XPower.

XPower will meet the cost of up to three (3) sessions in a 12month period.

#### Reasons to access EAP

Counselling focuses on the prevention and/or remediation of your psychological health issues and assists you to address problems such as:

Motivation and performance	Workplace or personal conflict
Difficulty with change/transitions	Stress/Anxiety
Grief/Loss	Relationship issues
Gambling	Alcohol and other drug issues
Health Management	Mood disturbance (e.g., depression)
Life crises	Sleep problems

Healthy Minds psychologists are all highly experienced in vocational counselling and in assisting people from a wide range of backgrounds and ages. Their staff is there to understand, support and guide you to improve your psychological wellbeing.

#### How to access EAP counselling

Confidential psychological counselling sessions for employees are offered on a face-to-face, telephone, internet or video conferencing basis. Please contact the EAP practice manager on 9330 0759 or [info@healthyminds.net.au](mailto:info@healthyminds.net.au) to discuss how to access their services.

#### Timing your consultation

It would be preferable to have these sessions booked so as to not interfere with the XPower work program (i.e. during RDO's, or after hours), however, if the nature of the problem is urgent, approach your General Manager to arrange time away from work to attend the session. Sick leave may be applicable in this circumstance.

#### For Further information or help with accessing the program

Contact either Stan Miriklis 0407 178 481 or Bronwyn O'Sullivan 0448 178 222



Signed: \_\_\_\_\_

Director

Date: 01.12.2023  
\_\_\_\_\_