



PROFESSIONAL WELLBEING CHARTER

We, as signatories to this Charter, commit to improving leadership and championing behaviours, skills and practices that promote and enable professional wellbeing at all levels, and across all roles, in our workplaces (virtual and physical).

As such, we will:

- Work to create a healthy workplace culture, characterised by behaviours and practices that promote effective communication and active listening so the workplace experience is one of trust, respect, honesty, fairness, compassion and psychological safety.
- Build an environment where leaders promote professional wellbeing and take appropriate action to protect employees' mental health, including holding unprofessional behaviours to account with consequences.
- Work to reduce stigma associated with mental health in the workplace.
- Build employee and management capacity to support other employees' psychological and mental health concerns and be able to respond effectively to these as needed.
- Strive to create a work environment where tasks and responsibilities can be accomplished within a realistic timeframe and that promotes work/life balance.
- Encourage and support employees in the development of their social and emotional needs, as well as their job skills.
- Nurture a work environment where employees derive a sense of meaning and purpose from their work and are appropriately recognised and rewarded for their work efforts.
- Ensure policies, procedures and processes are in place that safeguard employee psychological safety and mental health.

Signed: _____

Firm/Entity: _____

Dated: _____

