

# Giving smoking away at Coulter Legal

## Workplace Health

### ***Coulter Legal are putting staff health and wellbeing first through the Healthy Workplaces Achievement Program***



Coulter Legal is a locally based law firm servicing commercial and private clients for the past 85 years. The law firm has over 80 staff across Geelong, Torquay, Barwon Heads and Melbourne.

Belinda Perisic, General Manager of Coulter Legal recently shared some insights into how Coulter Legal used the Healthy Workplaces Achievement Program to create a smoke free workplace.

Coulter Legal achieved the smoking benchmark of the Healthy Workplaces Achievement Program in 2020. Belinda highly recommends using the Achievement Program and all the resources available. *“The tools and resources, policies, the links and planning tools are all really incredibly helpful”*.

#### **A WHOLE OF ORGANISATION APPROACH TO CREATE A SMOKE FREE WORKPLACE**

Coulter Legal used the Achievement Program framework to create a whole of organisation approach to a smoke free workplace. This was done at an organisational level by addressing the workplace culture and physical environment including:

- Creating a **smoking policy**
- Developing a **wellbeing committee** to execute the steps to achieve the smoking benchmark
- Working with building management to display **‘no smoking’ signage** to deter people standing outside the building smoking
- **Holding wellbeing events** for staff such as ‘no tobacco day’ to raise awareness and understand the organisations commitment to a smoke free environment.

This was also done at an individual level by supporting staff to quit smoking and address the mental health connection to what drives people's smoking behaviour including:

- Supporting staff to call **Quitline** and access resources
- Addressing **smoking triggers** by setting up a support network for staff to debrief after dealing with difficult clients instead of taking a smoking break
- Supporting staff to access the **Employee Assistance Program** to address mental health concerns linked with smoking behaviours
- Linking staff with an external **mental health service** for ongoing support and providing financial assistance for staff to access this service

With leadership support and staff participation in these healthy workplace initiatives, Coulter Legal successfully used the Healthy Workplaces Achievement Program to create a smoke free workplace and continues to support the health and wellbeing of their staff.

#### FOR MORE INFORMATION

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The Barwon Health Healthy Communities Unit coordinates the Healthy Workplace Achievement Program across the Barwon region. For more information or support to create a healthy workplace email the Workplace Health team [workplacehealth@barwonhealth.org.au](mailto:workplacehealth@barwonhealth.org.au)

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To find out more about the Achievement Program email [admin@achievementprogram.org.au](mailto:admin@achievementprogram.org.au)

**HEALTHY  
WORKPLACES**

**Achievement  
Program**