

HOSPO HEALTH WELLBEING FRAMEWORK

SURVEY YOUR STAFF

HOW TO USE THIS SURVEY

The HOSPO Health Wellbeing Framework can be applied for all types and sizes of hospitality businesses. To help you get started on supporting the health and wellbeing of your team, we've put together some free, easy-to-use resources.

This survey is a useful tool to assess and improve the effectiveness of workplace health initiatives. To keep the process simple, the survey includes three brief questions on each of the five areas of wellbeing that are addressed in the framework.

We recommend:

- Surveying your staff to get an understanding of where to focus your activities.
- Doing a follow up survey 6 or 12 months later, and comparing the overall results.
- Encouraging all employees to do the survey and assure them that responses are confidential – making the survey anonymous is a good idea.
- Customising the survey to suit your business. For example, if you supply meals or snacks for your staff you can refer to this in the section on Physical Wellbeing. If your business does not provide any food or snacks, simply leave that out.
- Thanking your staff for taking part, and letting them know how the survey results will feed into future health and wellbeing activities at work.
- Ensuring you address any issues that arise and show your team that you value their input in helping to shape current and future initiatives.



You may want to cut and paste this survey content into an online program such as [Survey Monkey](#) or [Google Forms](#). Or you can use an inhouse program, or have your staff complete the survey on a paper form if you prefer.

Let's get started!

HOSPO HEALTH STAFF WELLBEING SURVEY

1. Physical Wellbeing

a. How satisfied are you with the physical wellbeing initiatives in place at work (e.g., ergonomic adjustments, healthy snack options)?

- Very satisfied
- Satisfied
- Neutral
- Unsatisfied
- Very unsatisfied

b. Have these initiatives improved your physical health (e.g., energy levels, sleep, reduced strain)?

- Yes
- No
- Somewhat (Please specify in comments)

Suggestions for improving physical wellbeing initiatives:

2. Mental Wellbeing

a. How effective have the mental wellbeing resources been in supporting your mental health? (e.g., EAP, mental health days)

- Very effective
- Effective
- Neutral
- Ineffective
- Very ineffective

b. How comfortable do you feel discussing mental health with your manager or team?

- Very comfortable
- Somewhat comfortable
- Neutral
- Somewhat uncomfortable
- Very uncomfortable

Suggestions for enhancing mental wellbeing support at work:

3. Social Wellbeing

a. How well do you feel socially supported at work?

- Very supported
- Supported
- Neutral
- Unsupported
- Very unsupported

b. How valuable have team building activities been for fostering a positive workplace culture?

- Very valuable
- Valuable
- Neutral
- Not valuable
- Very not valuable

Ideas for improving social wellbeing (e.g., more team events and what type, better communication):

4. Financial Wellbeing

a. Do you feel financially supported by the resources offered (e.g., financial workshops, access to superannuation advice)?

- Yes, very supported
- Somewhat supported
- Neutral
- Not very supported
- Not supported at all

b. Have financial wellbeing initiatives reduced your financial stress?

- Yes
- No
- Somewhat (Please explain if applicable)

Suggestions for financial wellbeing resources or improvements:

5. Occupational Wellbeing

a. Do you feel there are opportunities for growth and career development in your role?

- Yes, definitely
- Somewhat
- Neutral
- Not really
- Not at all

b. How appreciated do you feel in your role through recognition or feedback?

- Very appreciated
- Appreciated
- Neutral
- Underappreciated
- Very underappreciated

Suggestions for enhancing occupational wellbeing (e.g., more training, regular feedback):

6. Overall Satisfaction and Future Suggestions

a. Overall, how satisfied are you with the company's commitment to your health and wellbeing?

- Very satisfied
- Satisfied
- Neutral
- Unsatisfied
- Very unsatisfied

b. Is there a specific type of wellbeing support or initiative you would like to see implemented?

Any additional comments or feedback:

Thank you for sharing your experiences and suggestions.

We will be considering all the information provided in these surveys to help shape future health and wellbeing programs for our team members.