



Australian Government

Department of Innovation
Industry, Science and Research

HEALTH RELATED LIFESTYLE EXPENSES

These guidelines apply to all staff covered by the One Innovation Enterprise Agreement 2011.

Introduction

Innovation recognises that healthy employees are more productive, and actively promotes employee activities which lead to a healthy lifestyle. To encourage employees to actively participate in health related lifestyle activities Innovation will subsidise expenses relating to these types of activities.

Health Related Lifestyle Activities

Entitlement to the subsidy is generally limited to ongoing health related lifestyle activities. Some examples of health related activities that may be considered for the subsidy are:

- fitness programs, eg. weight management, “kick start” or “boot camp” programs
- purchase of fitness equipment
- annual gym, fitness and health club membership
- annual registration fees for sporting activities that are recognised as promoting the health and well-being of employees eg. tennis, netball
- swimming pool entry fees where proof of an ongoing commitment is provided

Approval of payment of the subsidy is at the discretion of the employee’s manager.

Support for Quit Smoking Programs

There are a number of quit smoking programs available through organisations such as the National Heart Foundation, the Cancer Society and local community health centres. The Department’s [Employee Assistance Program](#) provider may also provide assistance.

Employees may access additional assistance to help cover the costs related to quit smoking programs for example quit smoking programs conducted by the various State/Territory Cancer Councils, purchasing a course of nicotine patches, alternative therapies such as acupuncture or medication therapies recommended by a GP.

Applications for assistance should be sent to the General Manager, HR and Facilities Branch, Corporate Division.

Approval

To be eligible for reimbursement, employees must provide their manager with receipts and proof of an ongoing commitment to a healthy lifestyle program. Copies of receipts are acceptable where originals are required for warranty purposes. Managers will be required to certify that they have sighted the originals. Daily, weekly or one-off sessions to gyms for example will not be reimbursed. However, reimbursement of 25% of the subsidy for a 3 month membership may be considered.

Eligibility

All ongoing employees, on commencement are entitled to payment of the subsidy.

Non ongoing employees are entitled to claim the subsidy in respect of each 12 month engagement.

Subsidy

The amount of the subsidy is \$200 per financial year and the subsidy can be claimed by completing an application through the [ESS Aurion system](#). A receipt must be provided to the appropriate financial delegate before the application can be approved.

References: One Innovation Enterprise Agreement 2011

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