**GOALS**

**A proposal for a Bangladesh Center for Wellness in the Workplace at BRAC University**

**Brian Peacock February 1, 2020**

**Vision -** Bangladesh workplaces that are effective, efficient, safe, healthy and sustainable

**Mission -** To develop a “Center for Wellness in the Workplace” at BRAC University that contributes to the community through research, education and service.

**Scope** - The scope of the BRACU Center for Wellness in the Workplace will be to extend its attentions to Bangladesh organizations where deficiencies in the workplace human, equipment, context and processes give rise to safety, health, effectiveness and efficiency shortcomings.

**Objectives**

1. Develop a steering committee with industry, government and academic representation
2. Develop budget, manpower and facilities for a “Wellness in the Workplace Center”
3. Collaborate with Bangladesh government health and safety executive
4. Collaborate with the ILO with regard to wellness in the workplace issues
5. Collaborate with company management to assure program acceptance and effectiveness
6. Develop systems, processes and criteria for application in Bangladesh industry
7. Develop research programs to analyze, design and evaluate Bangladesh workplaces
8. Develop training programs for deployment throughout Bangladesh industry
9. Develop surveillance programs for the evaluation of wellness in the work place initiatives
10. Develop continuous improvement processes to ensure acceptable progress

**Goals**

1. Arrange and document monthly steering committee meetings
2. Identify budget sources, establish physical accommodations, establish “Wellness in the Workplace” staff cohort, develop funding proposals
3. Produce and deploy quarterly reports to government health and safety executive
4. Produce annual reports to ILO
5. Produce and distribute quarterly reports to company management
6. Produce analysis and evaluation processes and design guidelines for application in Bangladesh industry
7. Produce proposals to government and private sector agencies for applied research funding to
   1. Support a cohort of researchers – faculty, research staff, students and administrative staff
   2. Create Wellness in the Workplace facilities
   3. Implement analysis, design and evaluation processes
8. Deploy training programs of different scope and duration (1 day, 1 week, 1 month, 1 year) for deployment to company executives, health and safety managers, “Wellness in the Workplace” practitioners and graduate level Occupational Safety and Health professionals.
9. Establish cohort of independent specialists to apply preset processes and criteria to the evaluation of “Wellness in the Workplace” programs
10. Review and revise “Wellness in the Workplace” programs, processes and criteria on an annual basis.