

Healthier food and drinks in our workplaces

Department of Health Standard

QH-IMP-473-1:2023

1. Statement

The Department of Health is committed to ensuring healthier food and drinks are readily available and actively promoted in facilities occupied by Department of Health employees.

2. Scope

This standard applies to all employees, contractors and consultants within the Department of Health divisions and business unit who are responsible for providing and promoting food and drinks through:

- food retail outlets¹ (such as restaurants, cafes, canteens, kiosks, coffee carts, tea trolleys);
- other retail outlets¹ that sell food and drinks (such as convenience stores, newsagents, post offices, florists, pharmacies);
- vending machines;
- catering provided by the Department of Health in all settings, and by external agencies within Department of Health facilities;
- fundraising (including staff social clubs), promotional and sponsorship activities; and
- communal staff areas and private selling within workplaces.

This standard does not apply to food and drinks that staff and visitors bring from outside the facility for their own personal consumption.

3. Requirements

This Standard requires a food and drink supply which is consistent with the A Better Choice Food and Drink Supply Strategy for Queensland Healthcare Facilities (A Better Choice²).

¹ Located within Government owned or occupied buildings with lease agreements or contracts managed by the Department of Health or Queensland Government.

² Health and Wellbeing Queensland. (2022). A Better Choice Food and Drink Supply Strategy for Queensland Healthcare Facilities.

A Better Choice is based on the Australian Dietary Guidelines³ and applies a traffic light system to classify food and drinks as:

GREEN: Best nutritional value

AMBER: Some nutritional value

RED: Limited or no nutritional value

3.1. Retail outlets

- 3.1.1. Water is promoted as the drink of choice for sale.
- 3.1.2. GREEN drinks must make up at least 50% of the items displayed for sale.
- 3.1.3. Artificially sweetened drinks (AMBER) must not make up more than 20% total drinks displayed for sale.
- 3.1.4. RED drinks must not be sold.
- 3.1.5. GREEN foods must make up at least 50% of the proportion of foods displayed.
- 3.1.6. RED foods must be limited to no more than 20% of the food displayed for sale.

3.2. Vending machines

- 3.2.1. Water is promoted as the drink of choice for sale.
- 3.2.2. GREEN drinks must make up at least 50% of the items displayed for sale.
- 3.2.3. Artificially sweetened drinks (AMBER) must not make up more than 20% total drinks displayed for sale.
- 3.2.4. RED drinks must not be sold.
- 3.2.5. GREEN foods must make up at least 30% of the proportion of foods displayed.
- 3.2.6. RED foods must be limited to no more than 20% of the food displayed for sale.

³ National Health and Medical Research Council (2013) Australian Dietary Guidelines Summary. Canberra.

3.3. Advertising and promotion

3.3.1. Only GREEN foods and drinks may be advertised and should be promoted, including through preferential placement and pricing strategies.

3.4. Catering, fundraising, promotional and sponsorship activities (including staff social clubs), communal staff areas and private selling within workplaces.

3.4.1. Water is readily available, promoted and accessible as the drink of choice.

3.4.2. GREEN foods and drink options must be available and actively promoted.

3.4.3. RED foods should be limited.

3.4.4. Artificially sweetened drinks (AMBER) should not dominate total drinks provided.

3.4.5. RED drinks must not be provided.

3.4.6. Alcoholic drinks are restricted in supply, or not supplied at all. All events where alcohol is being served and/or involving external stakeholders must be approved in writing by the Director-General or delegate (Department of Health Standard QH-IMP-291-1).

4. Supporting documents

- Department of Health Healthier food and drinks in our workplaces Policy (QH-POL-473)
- Department of Health Events and Sponsorship Management Standard (QH-IMP-291-1)
- Health and Wellbeing Queensland. (2022). A Better Choice Food and Drink Supply Strategy for Queensland Healthcare Facilities.

5. Definitions

Term	Definition
Advertising and promotion	Product placement in prominent areas, static display of marketing materials, special meal-deal promotion, digital marketing, or master-branding (i.e. use of any visible promotional or advertising materials showing unhealthy drinks, including billboards, digital or static display panels, store umbrellas, flags, straw holders, counter signs, and drink fridges or vending machine decals).
AMBER foods and drinks	Food and drinks with some nutritional value. Typically processed foods containing moderate amounts of saturated fat, added sugar and/or sodium. Refer to A Better Choice for specific examples.
Artificially sweetened drinks	Includes any drinks (except milk-based drinks) which have added non-nutritive sweeteners from artificial or natural sources. Some examples include (but not limited to): <ul style="list-style-type: none"> Artificial sweeteners – acesulphame potassium, aspartame, cyclamate, saccharin, and sucralose; and Natural sweeteners – stevia, erythritol, and allulose.
Catering	Any food or drinks provided at meetings, forums, events, conferences, exhibitions, symposiums, workshops/training and any other functions.
Communal staff areas	Staff dining areas, tearooms, kitchens, hallways, common rooms, meeting rooms.
Drink of choice	Water is the drink of choice and should be: <ul style="list-style-type: none"> Always available; Placed on prominent shelves and/or at eye level; and Prominently advertised or promoted where drinks are sold or provided.
Free drinking water	Free drinking water is to be made available at Department of Health facilities that have a water risk management plan in place. A water risk management plan describes how a facility, prescribed under Chapter 2A of the <i>Public Health Act 2005</i> , will prevent or minimise the risks to health associated with the water supply of the facility.
Fundraising, promotional and sponsorship activities	Includes staff social clubs, promotional and sponsorship activities, third party fundraisers, gifts, giveaways or prizes; raffles; static displays; fundraising BBQs, breakfasts or morning teas; bake sales; and competitions.
GREEN foods and drinks	Food and drinks that are good sources of important nutrients, and lower in energy, saturated fat, added sugar and/or sodium – the healthiest choice.

Term	Definition
	Refer to the A Better Choice for specific examples.
Outlets	For those outlets located within Government owned buildings with lease agreements or contracts managed by the Department of Health, any point of sale for food and drinks, including but not limited to: <ul style="list-style-type: none"> • Retail – restaurants, cafes, cafeterias, kiosks, coffee carts, tea trolleys staff canteens, convenience stores, newsagents, post offices, florists, gift stores and pharmacies; • Vending machines.
Preferential placement and pricing	Examples of preferential placement and pricing includes: <ul style="list-style-type: none"> • placed at eye-level on shelves, fridges and in vending machines • be displayed at the front of cabinets and counters • be displayed in high foot traffic and prominent areas be attractively presented, competitively priced and included in offers such as meals deals, specials and loyalty cards.
RED foods and drinks	Food and drinks with limited or no nutritional value, that are not essential in a balanced diet. Typically, high in energy, saturated fat, added sugar and/or sodium. Refer to the A Better Choice for specific examples.

Version control

Version	Date	Comments
1.0	06/12/2019	New Standard
2.0	25/06/2020	Amended Standard – to be consistent with updated Health Service Directive Healthier Food and Drinks in Healthcare Facilities
3.0	17/07/2023	Amended Standard – to be consistent with updated Health Service Directive Healthier Food and Drinks in Healthcare Facilities