

Be healthy, be safe, be well framework (summary)

Queensland public sector

As the state's largest and most diverse employer, the Queensland public sector (the sector) plays a significant leadership role in creating healthy and safe workplaces, where our people thrive and achieve their best.

The *Be healthy, be safe, be well framework* (the framework) is the driver for an integrated and proactive approach to workforce health, safety and wellbeing (HS&W). Transforming thinking and workplace practices that focus on culture change is at its heart. The framework builds on existing successes and will better position the sector as a leading employer of choice.

With an ageing workforce, extended careers, and growing work complexity, the way we advance people's HS&W is going to demand a proactive and integrated approach.

The framework reconfirms the continued commitment of the Leadership Board of Directors-General to improve the health, safety and wellbeing of the sector and acknowledges the shared responsibility all employees have to sustain results.



Focus on outcomes

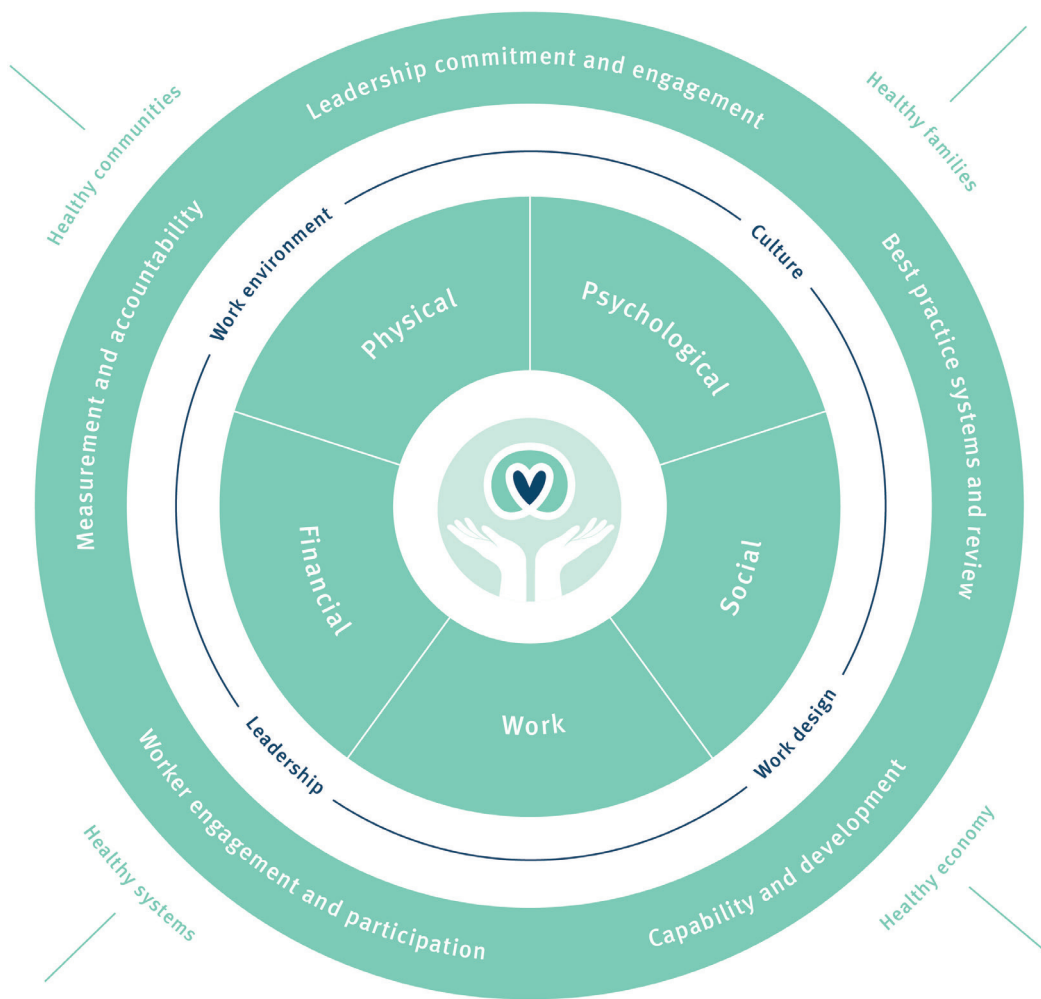
Together, the sector will focus on creating healthy and safe workplaces, where our people can thrive and achieve their best.

We will focus on:

- improving people’s health
- reducing workplace injuries (and their severity)
- improving recovery and workplace culture
- increasing organisational maturity.

This will depend on:

- greater integration between HS&W polices, practices and programs
- increased focus on the impact workplace levers have on people’s HS&W
- leadership commitment and shared responsibility.



Putting people’s health, safety and wellbeing at the heart

Workplaces play a significant role in people’s HS&W.

Being proactive through early intervention, prevention, promotion and protection is the best way to put people first.

Work impacts on people’s wellbeing and wellbeing impacts on work.

Workplace levers

Advancing employees' HS&W depends on more than their healthy lifestyle behaviours alone. Four key workplace levers play a significant role:

1. culture

Positive and healthy workplace cultures not only have lower accident and injury rates, but promote people to thrive and achieve their best. Creating supportive workplace cultures characterised by respect, inclusion and engagement can promote HS&W.

2. work design

Work if well designed is good for people's HS&W. Good work design needs to take account of the physical, biomechanical, cognitive and psychological aspects of work. High job demand, conflict at work, low levels of autonomy and support can impact on workforce HS&W.

3. leadership

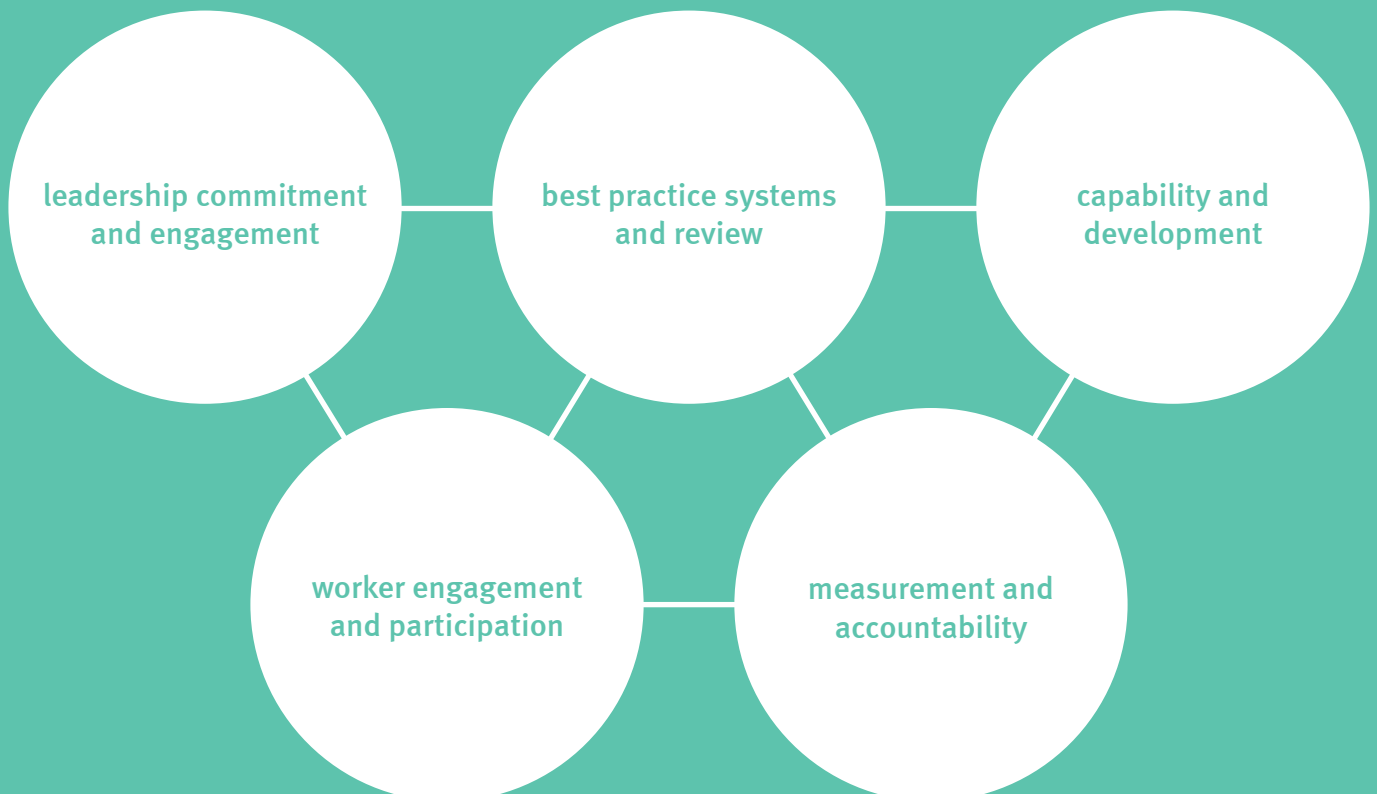
Leaders have an obligation and moral duty to advance workers HS&W. Visible leadership commitment is crucial in driving culture change required for the integrated approach to HS&W.

4. work environment

Identifying, assessing and managing risks within the work environment is essential in promoting workers HS&W. Ensuring work environments are conducive to healthy behaviours and offer the highest level of protection as reasonable practical are tantamount.

A proactive and integrated approach:

A proactive and integrated approach to HS&W relies on agencies actively engaging in five elements:



What's next?

For agencies

- Determine level of organisational maturity in approach
- Adapt and adopt specific approaches to agency needs
- Focus on solving evidence-based priorities through participatory mechanisms
- Support whole-of-sector initiatives and reporting

For the sector

- Shared commitment and collaboration – Gov2Gov pilot of recovery and return to work
- Improved value of investment – Economic Impact Assessment and sector-wide approach to workforce health assessments
- Reporting on whole-of-sector outcomes – better health, reduced injuries and severity, and improved recovery, workplace culture and organisational maturity
- Focus on joint priorities – healthy lifestyle behaviours and mentally healthy workplaces



The *Be healthy, be safe, be well* framework is a strategic imperative (wellbeing) within the *Queensland public sector 10 year human capital outlook* – creating a different workforce future by design.

An initiative of the Public Service Commission in partnership with the chief human resource officers.

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