

OFFICIAL

Healthy Workplace Strategy Framework

Achievement Report July 2020 – Dec 2022



Government
of South Australia

Wellbeing SA

**Healthy
Workplaces SA**

July 2020 - Formation of the Collaborative Partnership



Supporting SA workplaces to thrive



October 27 2020 – Charter signing and website launch



Government of South Australia

Healthy Workplaces

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Home Healthy workplaces Step-by-step guide Service Tools and resources News and events About

Healthy Workplaces Service

Our Healthy Workplaces Service provides free information, resources and support to help you create a healthy, safe and thriving workplace.

Find out more and register

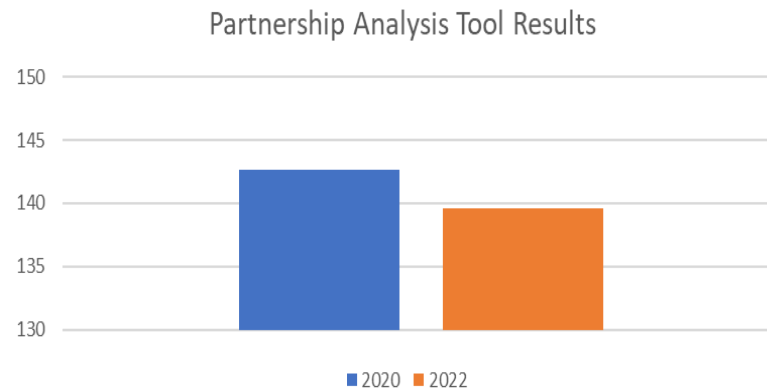
South Australian Workplace Health and Wellbeing Charter

Supporting SA workplaces to thrive

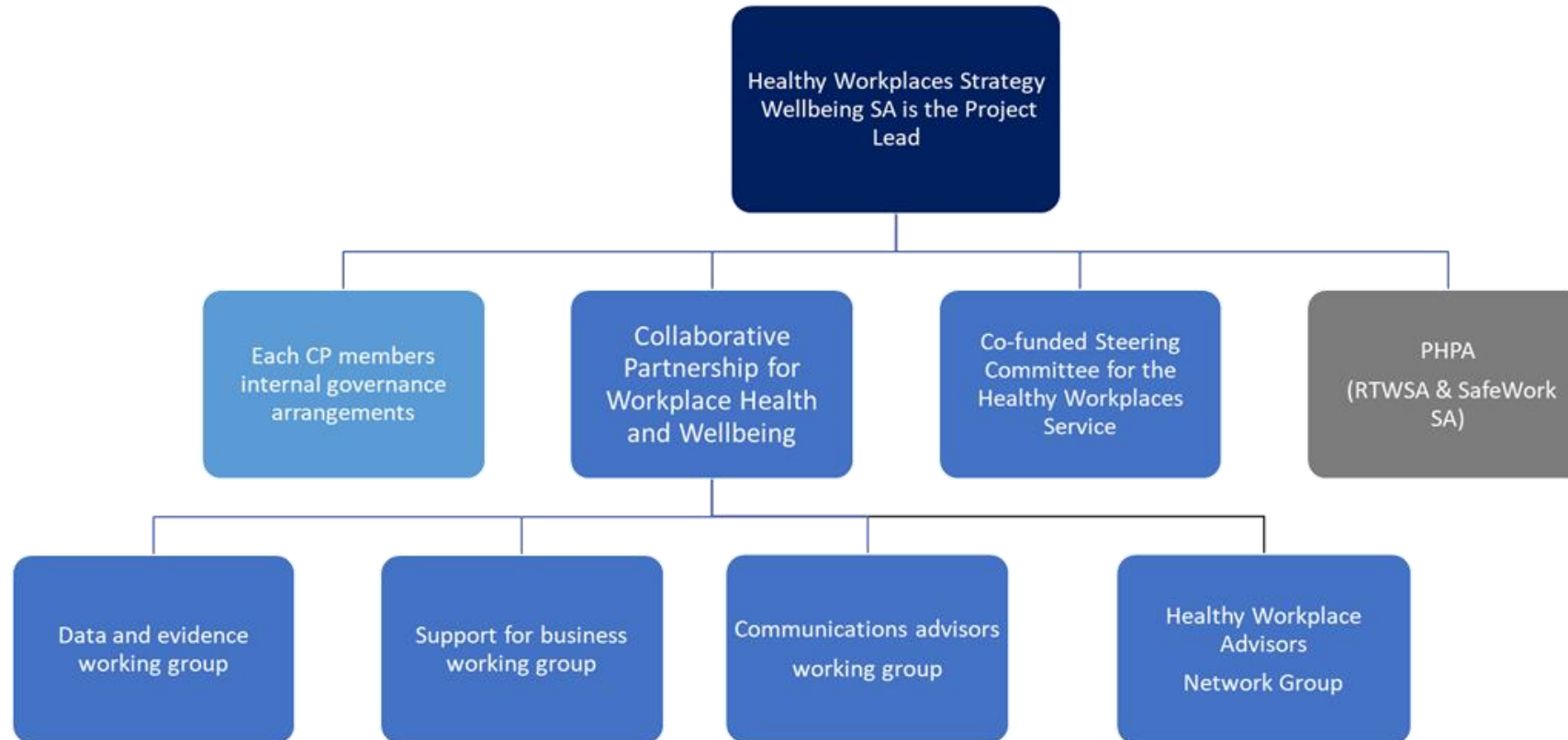
www.healthyworkplaces.sa.gov.au

The Partnership is strong

- Quarterly meetings with at least 80% attendance
- Yearly strategic planning days
- Active working groups to deliver upon commitments
- Collaborative Partnership for Workplace Health and Wellbeing has been placed in the highest category – determined by the Victorian Partnership Analysis tool in both years. (i.e. Score between 127–175)
- These scores showcase a partnership based on genuine collaboration has been established



Activated working groups



Joint strategic activities

- Public Health Partnership Agreement across SafeWork, ReturntoWork SA and SafeWork SA.
- A joint response on the draft National Injury Prevention Strategy 2020-2030 indicating the importance of healthy and safe workplaces.
- Support with the cross-portfolio silicosis prevention strategy including the development of a Silicosis Registry discussion paper
- Representation at the National ‘Head of Work Safe Agencies’ community of practice to drive a national agenda

Joint responses to COVID 19

- Input into the State Wellbeing Strategy and related OpenYourWorld website
- Joint work on the production of short videos featured on the website - Working from home - how to set up your desk ergonomically (3414 views) and Working from home - How to work effectively at home
- Developed A “Transitioning back to work” webinar and workplace checklist
- Special COVID19 edition of the Healthy Workplaces SA Newsletter

WORKING AND THRIVING BEYOND COVID-19

Optimising Health & Wellbeing



Transitioning back to work checklist



Wellbeing SA



3 x Community Consultations

Workplace Health and Wellbeing Community Consultation Results

Wellbeing SA is committed to supporting South Australian workplaces to be **healthy, safe and thriving**. In 2021, Wellbeing SA surveyed **280 workplaces** to better understand the factors which enable, hinder and motivate organisations to act on workplace health and wellbeing.

WE ENGAGED WITH

- 32 workplaces in focus groups
- 248 workplaces by telephone interview

BUSINESS TYPE

- Small 130
- Medium 99
- Large 47
- Public sector agencies 4

LOCATION

- 76% metro
- 21% regional
- 3% outside SA

INDUSTRY

Industrial / Manufacturing / Construction / Trades	36%
Health and Human Services / Public Services	15%
Professional Services	15%
Personal Services / Retail / Accommodation / Tourism	19%
Education / Training	15%

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Supporting your state of wellbeing

The South Australian Healthy Workplaces Surveillance Survey

Summary Report 2022

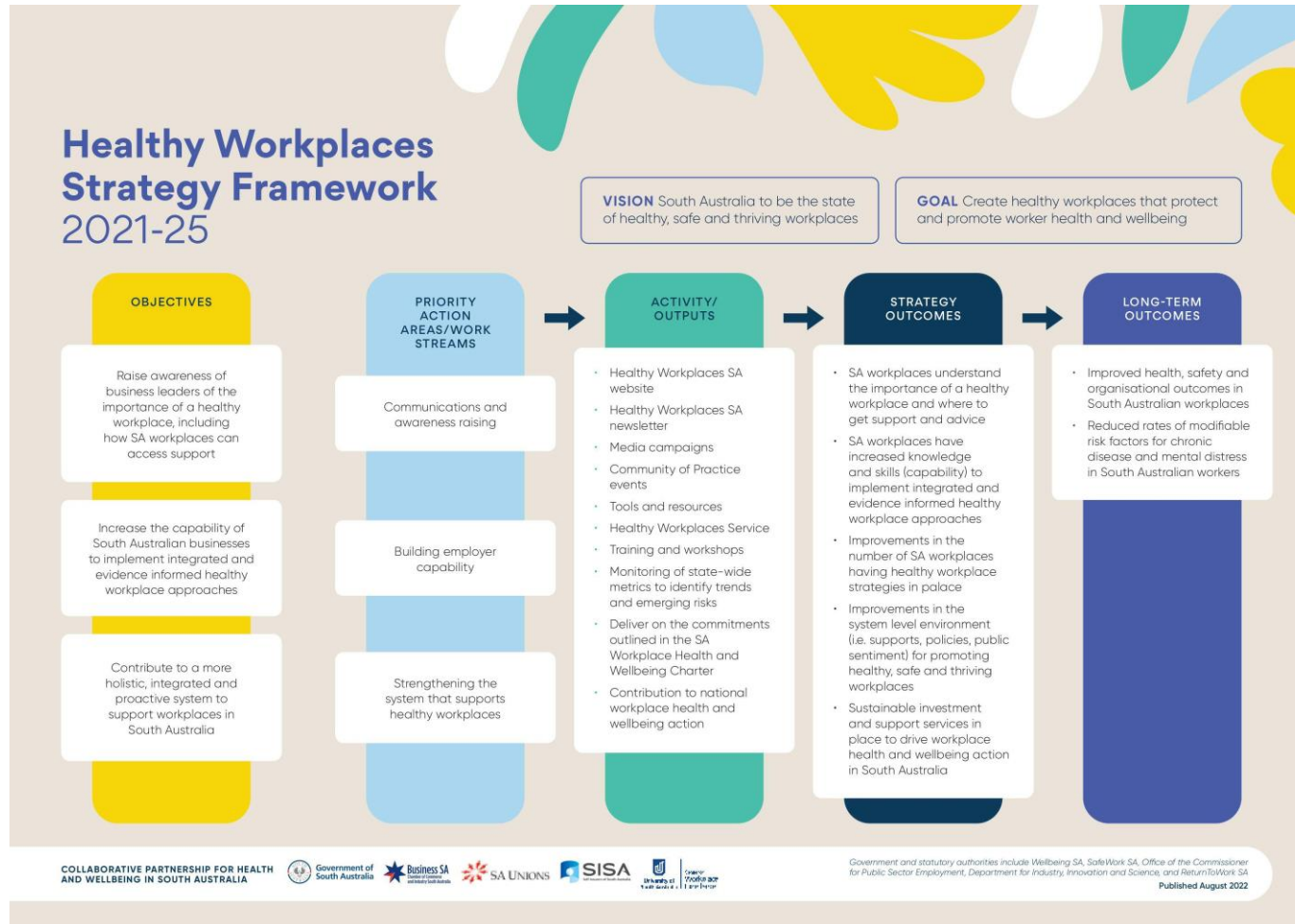
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Healthy WORKPLACES

MESSAGE GUIDE

Wellbeing SA
NSW
Government of South Australia

October 2021 Healthy Workplaces Strategy Framework Endorsed



Contributions to data and research

- Mapping of relevant legislation Acts for commonalities and key principles - 'A *Legislative Review: Commonalities amongst State Legislation Relating to Health and Wellbeing in the Workplace*' paper
- Commissioned a literature review on indicators and tools for measuring workplace health and wellbeing to assist in the evaluation of the impact of the outcomes of the Collaborative Partnership.
- Working group established to drive data, research and evaluation for the Healthy Workplaces Strategy.
- Attendance at the World Conference on Injury Prevention and Safety Promotion 2022

Indicators of healthy, safe and thriving workplaces

Healthy vision and culture

These are **workplace organisational factors** influencing healthy, safe and thriving workplaces.

Lead indicators include:

- > Policies, practices and procedures to support physical health (e.g. health climate) and psychological health (e.g. flexible work arrangements policy).
- > Leadership commitment and engagement.
- > Involvement and engagement from workers.
- > Organisational communication/ethics and values reflect health and wellbeing.
- > Allocation of sufficient resources committed to workplace health and wellbeing (financial and/or other, e.g. staff time).
- > Psychosocial Safety Climate
- > Organisation of work/work design including:
 - Job demands (e.g. work pressure, emotional demands, bullying rates, work-family conflict)
 - Job resources (e.g. social support, job control, rewards, procedural justice).
- > Workplace diversity.

Policy and community context

These are **external indicators** influencing healthy, safe and thriving workplaces.

Lead indicators include:

- > Statewide resources, support tools and business advisory services.
- > Capacity building activities, e.g. training workshops.
- > Strategic partnerships and policy, legislative and regulatory factors.

Healthy places

These are **physical work environment factors** that influence healthy, safe and thriving workplaces.

Lead indicators include:

- > Physical work environment (e.g. facilities and equipment, such as bike racks and healthy food providers, local services, ergonomics, safety).
- > Work conditions (e.g. controlled and safe exposure to physical hazards such as noise, hazardous chemicals, availability of adequate space, light, clear air etc).
- > Equipment: availability, suitability and maintenance.

Healthy people

These are **individual factors** influencing healthy, safe and thriving workplaces.

Lead indicators include:

- > Worker health knowledge/skills.
- > Worker perceptions of policies, practices, and procedures to support physical and psychological health and wellbeing (e.g. psychosocial safety climate).

Log indicators

These indicators result from the lead indicators that influence healthy, safe and thriving workplaces.

Log indicators include:

- > Organisational performance metrics (e.g. sickness absence, injury rates, presenteeism, productivity) and worker's compensation data.
- > Worker behaviour (e.g. rates of smoking, healthy eating, alcohol use, physical activity, healthy weight)
- > Worker sleep and fatigue, mental stress (e.g. emotional exhaustion, psychological distress).
- > Corporate social responsibility actions (e.g. organisations supporting community health and wellbeing, mentoring small business, etc)

Evidence based model developed in collaboration with the Centre for Workplace Excellence (UNISA).



Healthyworkplaces.gov.au - usage

Healthy Workplaces SA – Collaborative Partnership website Pageviews between June 2020 and December 2022

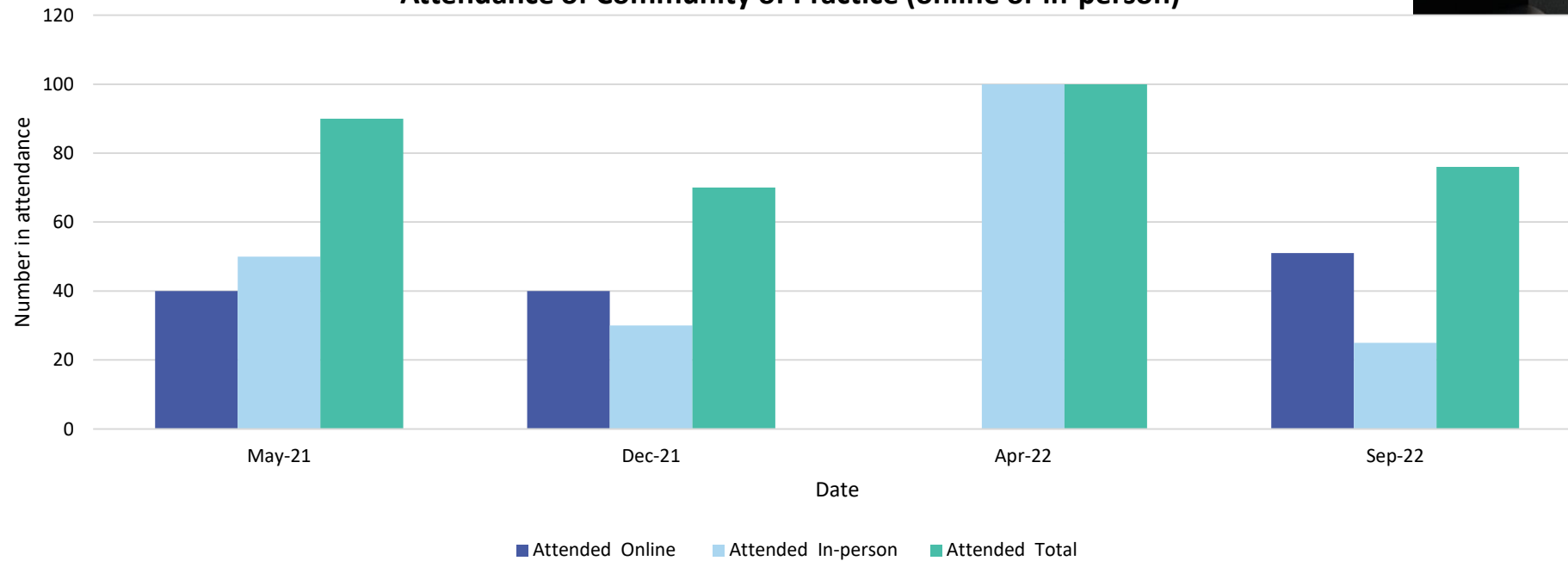


Unique views: 16,884

Community of Practice Events



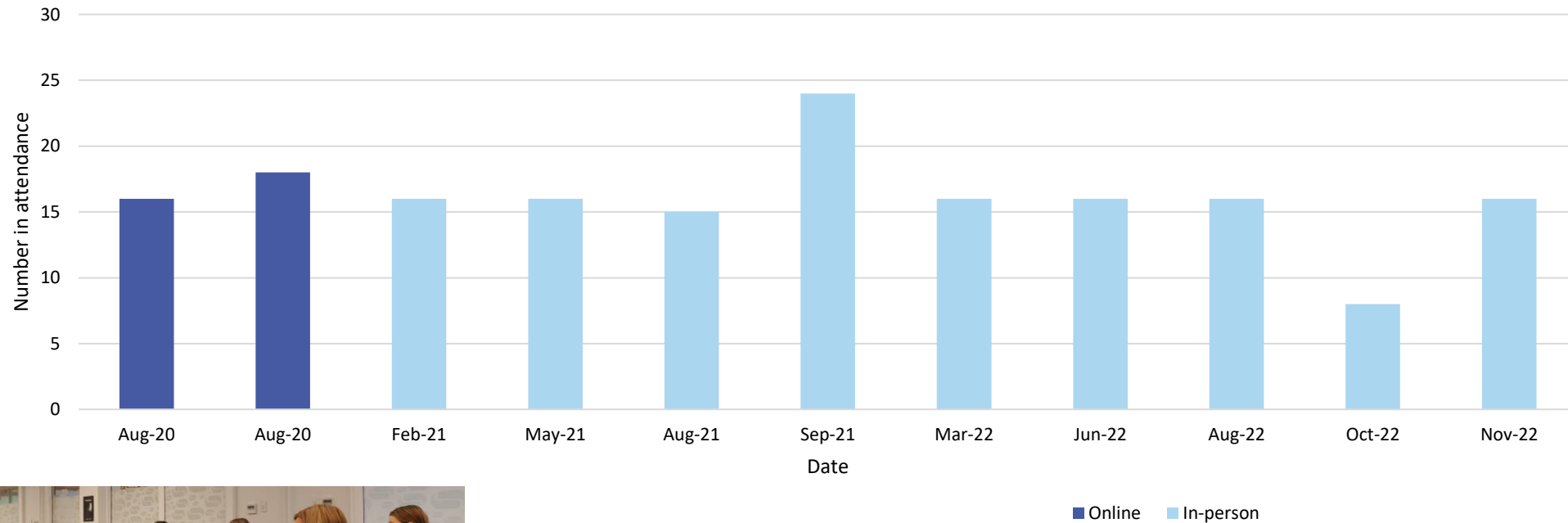
Attendance of Community of Practice (online or in-person)



Total 336 attendees

Building your workplace health and wellbeing workshops

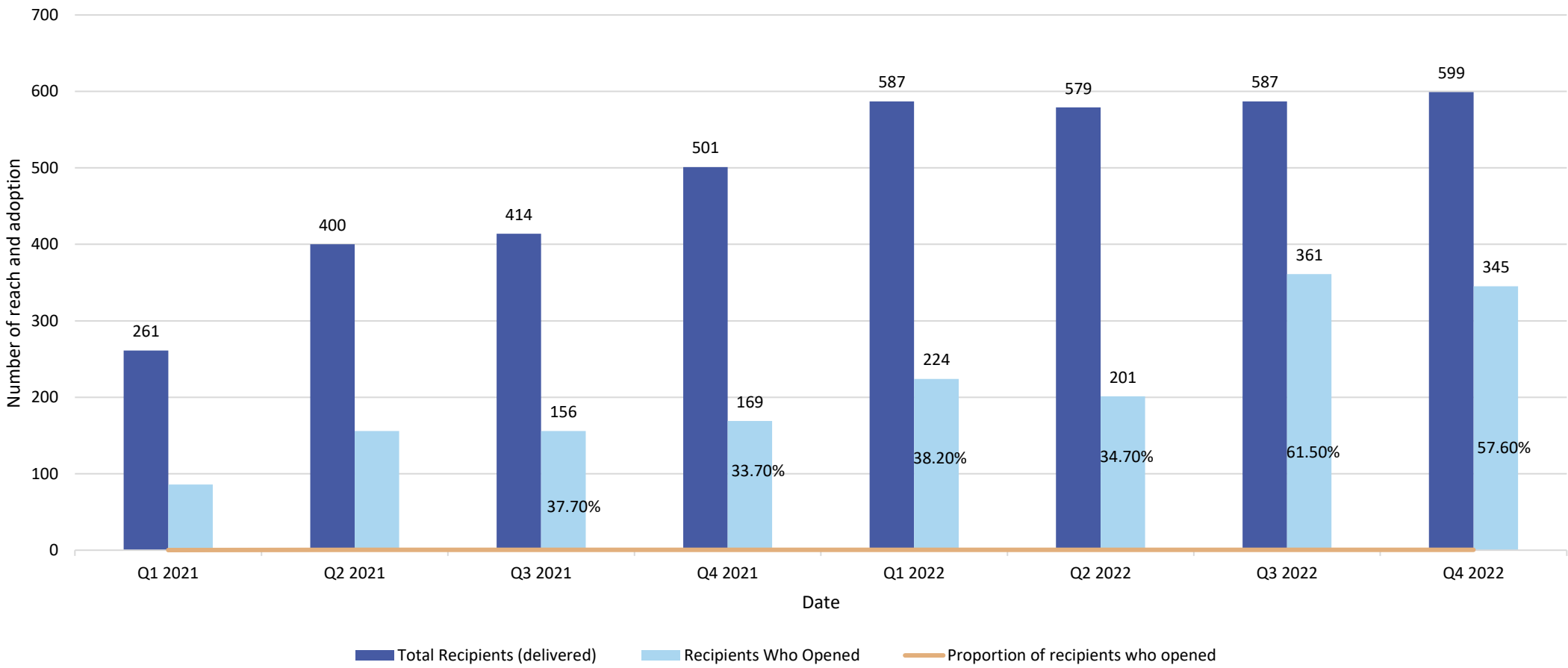
Attendance of Health and Wellbeing Workshop



Total 199 trained

Healthy Workplaces E-newsletter

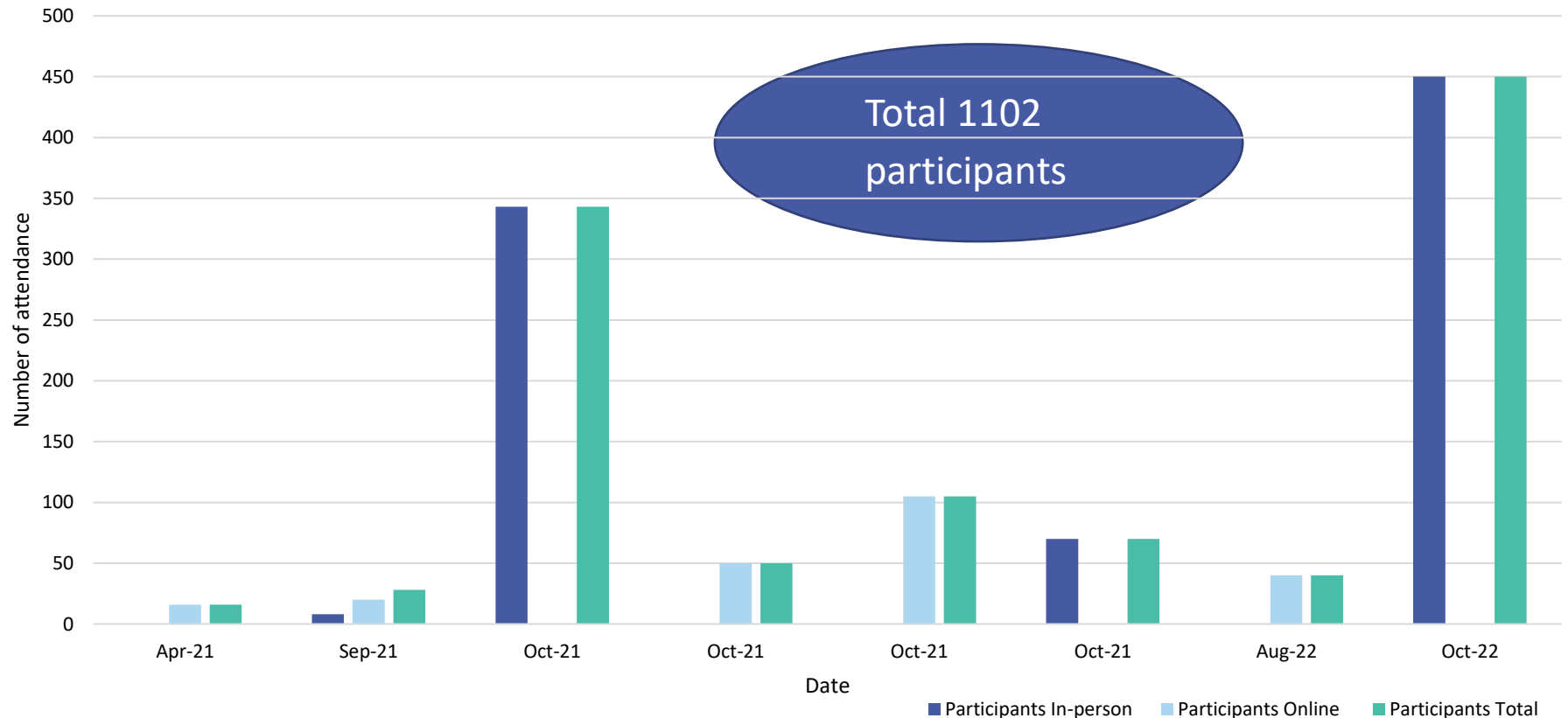
Newsletter recipients (Reach) and proportion of recipients who opened (Adoption) in 2021 and 2022



Shared webinars, workshops and events



Attendance of Ad Hoc events (online or in-person)



- Small Business Week – Mental health and small business webinar
- Adelaide Uni – Master Public Health Occupational Health workshop
- Mind your Health mentally healthy workplace challenge
- Practical tips of creating a mentally healthy workplace webinar
- Leaders as Agents of Change webinar
- SA leaders Presentation
- Workplace Steps Tournament webinar
- Breakfast Event - Mind Your Health Challenge and Healthy Workplaces Service Launch

October 27 2022 –Launch Healthy Workplaces Service

- Co-design workshop in November 2021
- Empathy mapping/value proposition mapping and service delivery Map, in February 2022
- 4 x MoAA with RTWSA, SafeWork SA, DIIS, OCPSE
- Co-funding Steering Committee endorsed the Healthy Workplace Service Blueprint in August 2022
- Recruitment and training of Healthy Workplace Advisors
- Co-designed communication strategy for Healthy Workplace Service



Healthy Workplaces Service Stats

27 Oct 22 – 31 Dec 22

SNAPSHOT OF HEALTHY WORKPLACES SERVICE RESULTS

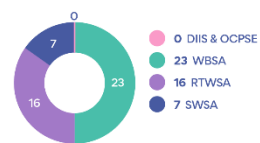
Total workplace registrations



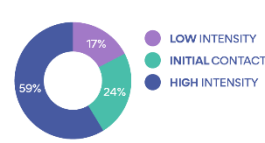
Total Healthy Workplace Check completed



Total case referrals per agency

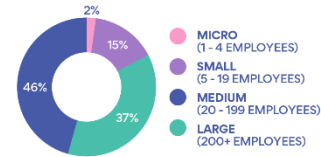


Type of Service intensity delivered

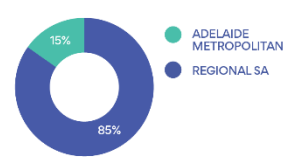


DEMOGRAPHIC PROFILE OF WORKPLACES

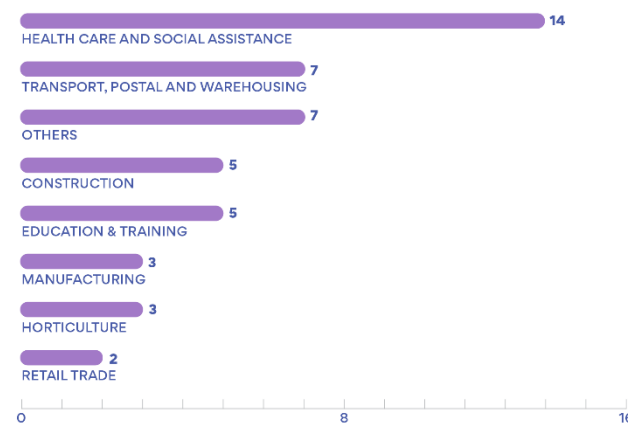
Size of Workplaces (n=46)



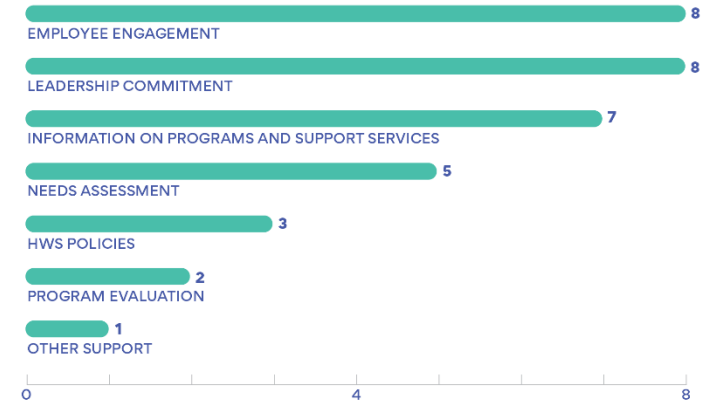
Region (n=46)



Type of Industry (n=46)



AREAS OF HEALTHY WORKPLACE STRATEGY SUPPORT (n=34)

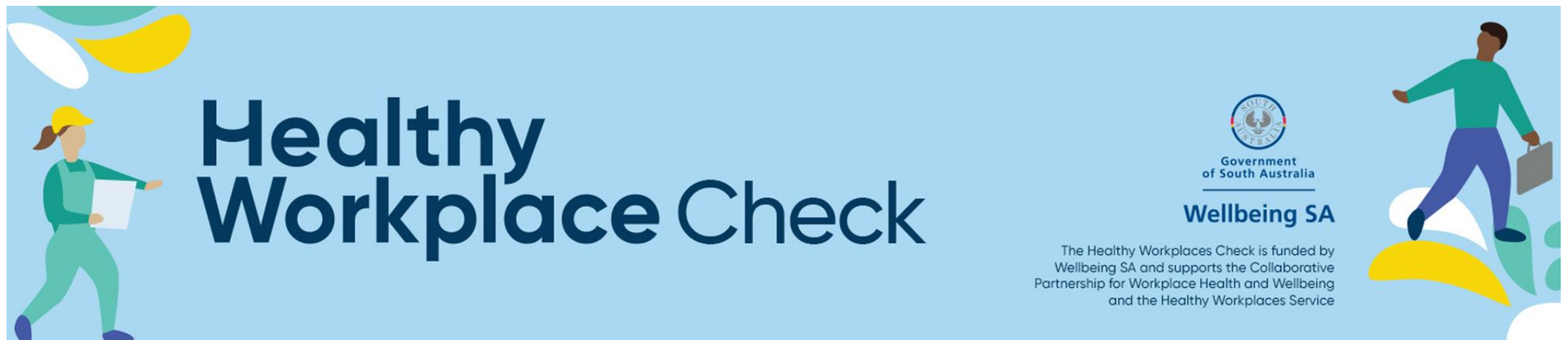


WORKPLACE HEALTH AND WELLBEING ISSUES (n=33)



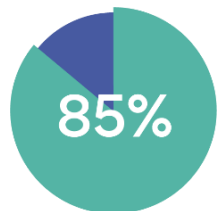
Healthy Workplace Check Development

- Design of healthy workplace check
- Conducted a validation of the healthy workplace check with CWeX
- Creating the check as Qualtrics tool for evaluation purposes
- 15 minutes survey to check across seven domains for a Healthy Workplace



What are we collectively trying to shift by 2025 – Awareness

Awareness of supports for wellbeing in SA workplaces



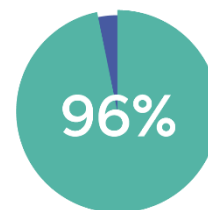
Most South Australian workplaces (85%) know where to access support and advice to enable them to promote and protect worker health, safety and wellbeing in their workplaces.

The sources most known to them include:

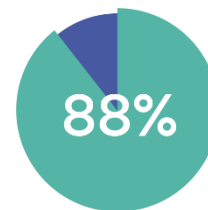
- SafeWork SA Advisory Service (72%)
- Return to Work SA (72%)
- Healthy workplaces website - SA [healthyworkplaces.sa.gov.au](https://www.healthysa.gov.au/healthyworkplaces) (34%)
- Department Innovation & Skills – Small Business Case Management Service (18%)
- Healthy workplaces training (18%)
- 10000 steps for workplace (18%)
- National Workplace Initiative- National Mental Health Commission (17%)
- Return to Work SA's Mentally Healthy Workplaces Consultant (16%).

Motivations & attitudes to wellbeing in SA workplaces

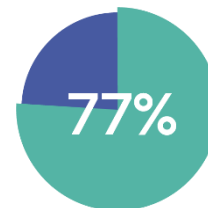
Overall, South Australian workplaces report high levels of motivation and positive attitudes towards striving for wellbeing within their workplaces with:



96% of workplaces recognise the importance of promoting and protecting worker health, safety and wellbeing.



88% incorporate a mix of strategies that address the physical work environment, establish policies and programs and use supports for workers in health, safety and wellbeing activities.



77% incorporate a mix of workplace health and safety, human resources and organisational development and workplace health promotion strategies when addressing workplace health, safety and wellbeing.

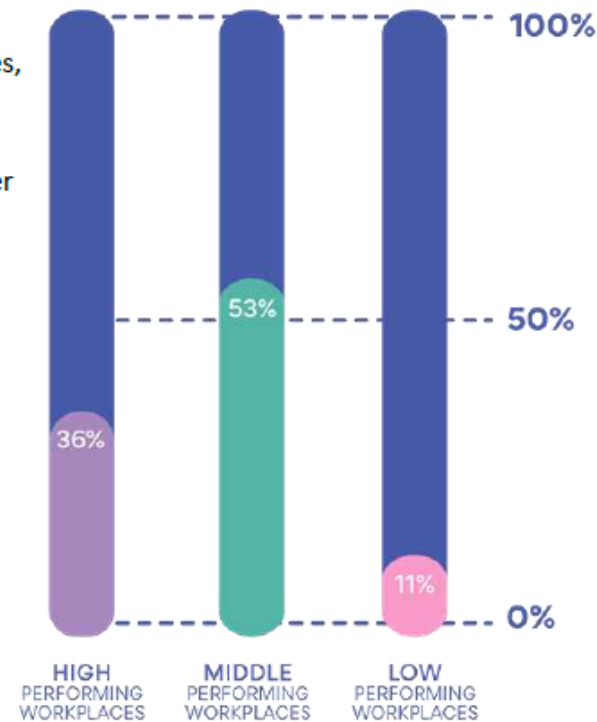
What are we collectively trying to shift by 2025 – Action and increased capability

The overall wellbeing scores in South Australian workplaces

Based on the cumulative scores of the 24 wellbeing variables, **High performing workplaces comprise 36% of South Australian workplaces** (Figure 1). This is where the cumulative scores of the 24 wellbeing variables average over 4 (agree) out of 5 (strongly agree) or better.

The majority of South Australian workplaces are middling performers. **53% of South Australian workplaces are middling performers** in terms of delivering on the 24 wellbeing variables in this survey. They score between 3 (neutral) and 4 (agree) on average across the 24 variables.

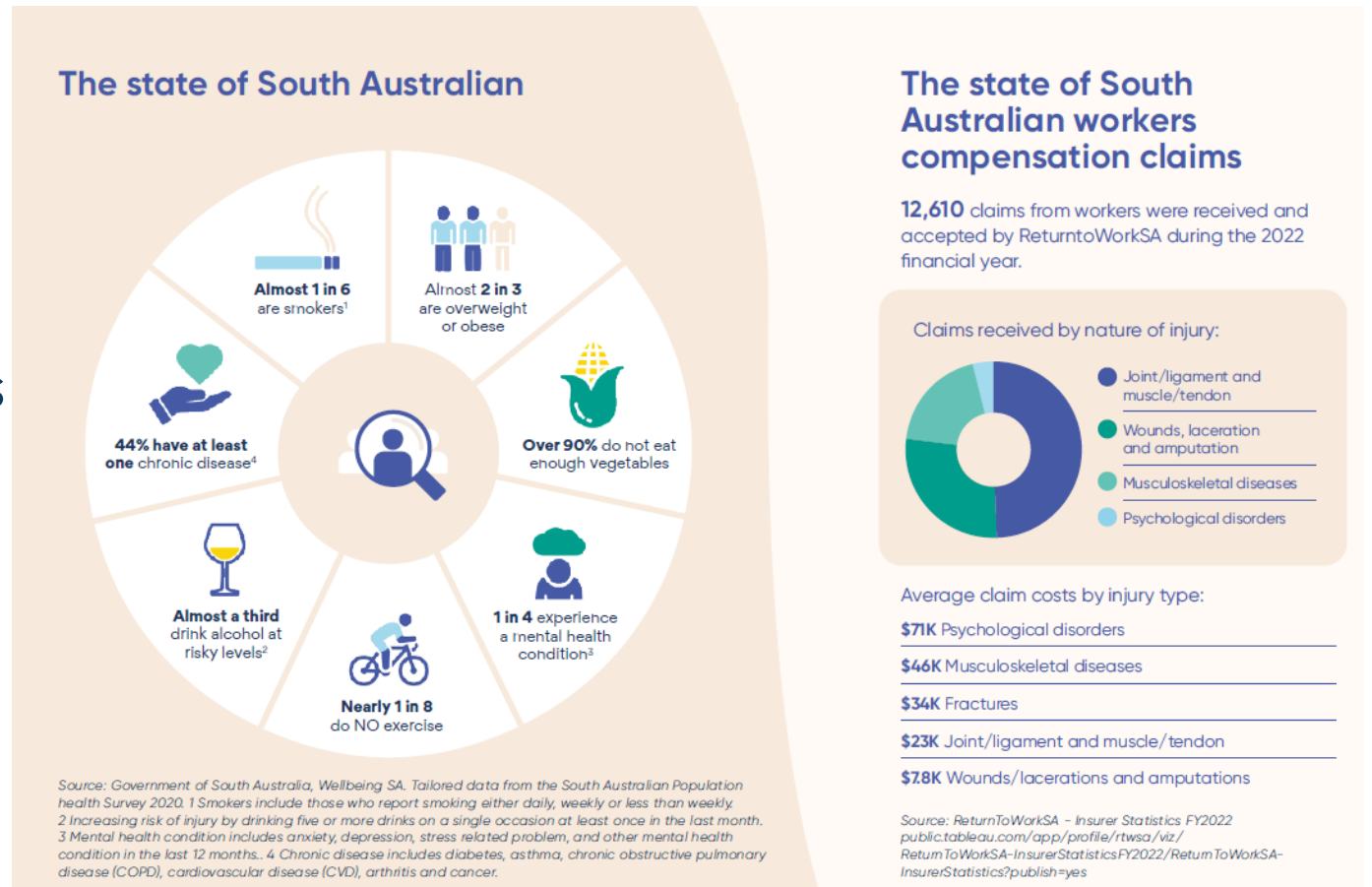
Low performing workplaces comprise 11% of South Australian workplaces. This is where the cumulative scores of the 24 wellbeing variables average under 3 (neutral) or less 2 (disagree) 2 and (1) strongly disagree.



Overall Workplace Health and Wellbeing Scores

Long-term outcomes

- Reduced rates of modifiable risk factors for chronic disease and mental distress in South Australian workers.
- Reduced workplace injuries and workers compensation claims.



Further information contact

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