Nita Maynard
Director
Work Health Design Branch
Workplace Health and Safety Queensland
Plan
- Management commitment
- Worker participation
- Setting up evaluation
- Assessing risks

1. Plan
Embed work health and wellbeing into your business systems and identify and assess risks.

2. Implement
Manage risks by implementing appropriate interventions and monitor them to make sure they are effective.

3. Evaluate
Evaluate the impact of embedding work health and wellbeing into your business systems and make improvements where and when to ensure sustainability.
## Work organisation

<table>
<thead>
<tr>
<th>Commitment to work health and wellbeing (WHWB)?</th>
<th>Yes</th>
<th>No</th>
<th>Planning notes (possible actions, priorities, ideas)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers demonstrate and communicate their commitment to health, safety and wellbeing.</td>
<td></td>
<td></td>
<td>e.g. Regular communication with workers via email/team meetings, walks the talk, training, work health and wellbeing included in decision making/reporting systems</td>
</tr>
<tr>
<td>Managers are held accountable for implementing best practices to protect worker health, safety and wellbeing.</td>
<td></td>
<td></td>
<td>e.g. WHWB elements included in key performance indicators, performance reviews and regular reports</td>
</tr>
</tbody>
</table>
Healthy workers survey

Healthy Eating

Data in this section provides an indication of the proportion of participants who are meeting or not meeting nutrition guidelines.

The Australian Dietary Guidelines
- Fruit intake - 2 serves of fruit every day.
- Vegetable intake - 5 serves of vegetables every day.
- Discretionary food and drink - Limit intake of foods containing saturated fat, added salt, added sugars and alcohol *once a week or less*. This may include food and drink such as takeaway foods and sugary drinks.

Nutrition

<table>
<thead>
<tr>
<th>% Total workers</th>
<th>Meeting recommended guidelines</th>
<th>Not meeting recommended guidelines</th>
<th>Don’t consume or Unsure</th>
<th>Did not answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>12%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>71%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Discretionary food and drink

<table>
<thead>
<tr>
<th>% Total workers</th>
<th>Meeting recommended guidelines</th>
<th>Not meeting recommended guidelines</th>
<th>Don’t consume or Unsure</th>
<th>Did not answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>82%</td>
<td>4%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>18%</td>
<td>6%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>33%</td>
<td>4%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Implement

Develop an action plan:
- Work organisation
- Work environment
- Workers
## Good Work Design

| Organisation of Work | How work is performed, including the physical and mental demands of the tasks;  
The task duration, frequency and complexity;  
The context and systems of work. |
|----------------------|--------------------------------------------------------------------------------|
| **Work Environment** | Plant, equipment, materials and substances used;  
The vehicles, buildings, structures that are workplaces. |
| **Worker**           | Physical and mental capabilities and needs. |
Work Health and Wellbeing Toolkit

1. Plan
   Embed work health and wellbeing into your business systems and identify and assess risks.

2. Implement
   Manage risks by implementing appropriate interventions and monitor them to make sure they are effective.

3. Evaluate
   Evaluate the impact of embedding work health and wellbeing into your business systems and make improvements where and when to ensure sustainability.

Evaluate
• Measuring and monitoring success
Be Recognised

• Apply online
• Three levels:
  – Gold
  – Silver
  – Bronze

• Current Gold recognised workplaces
  – Burnside State School
  – Cancer Council Queensland
  – Dept. Transport and Main Roads – IT department
  – Ipswich State High School
  – Queensland University of Technology
Contact: healthyworkers@oir.qld.gov.au
Work health and wellbeing workshops

• **Free** workshops across Queensland
• Two streams
  – Part 1 – planning
  – Part 2 – implementing and evaluating
Work health and wellbeing forum