Key motivators reporting tool

Research shows work health and wellbeing is closely linked to productivity. It also shows that there is a risk of injury and costs to the business when not considered.¹

This tool will help you identify your organisation’s priorities and measure long-term outcomes. This information can be used to create a business case and a health and wellbeing strategy. Refer to the work health and wellbeing toolkit for tools, statistics and resources.

Data can include
- absenteeism rates
- workplace injury or illness
- workers compensation claims
- return to work rates
- staff retention or turnover
- productivity
- workplace morale or job satisfaction
- company profile.

Expectations

Business goals will take time to achieve. Therefore, it is important to have short, medium and long-term outcomes.

How to use this template

- In consultation with management, select work health and wellbeing goals.
- Investigate and record information you have in relation to the goals. You may need to consult with staff to find this information or speak the finance or human resources department.

¹ www.worksafe.qld.gov.au
<table>
<thead>
<tr>
<th>Key business motivator</th>
<th>Current data available</th>
<th>Sources of information</th>
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| Reduce absenteeism     |                        | • human resources  
|                        |                        | • recreation leave usage  
|                        |                        | • superannuation |
| Fewer workplace injuries and illness |                        | • incident investigation form  
|                        |                        | • incident notification form  
|                        |                        | • return to work data  
|                        |                        | • workers compensation data  
|                        |                        | • first aid reports  
|                        |                        | • superannuation data |
| Reduced workers' compensation claims |                        | • WorkCover Queensland  
|                        |                        | • human resources data – no. of claims, average time off work, average cost of claim |
| Improved return to work rates |                        | • WorkCover Queensland  
|                        |                        | • human resources data |
| Improved compliance with WHS legislation |                        | • health and safety audits  
|                        |                        | • legislation |
| Improved business image |                        | • increase in successful tenders  
|                        |                        | • awards  
|                        |                        | • workers surveys |
| Improved worker performance |                        | • customer retention rate  
|                        |                        | • product sales  
|                        |                        | • production rates  
|                        |                        | • waste rates |
| Improved worker retention or turnover |                        | • average annual turnover  
|                        |                        | • staff exit interviews |
| Improved worker morale/worker engagement and workplace culture |                        | • organisational climate or culture surveys  
|                        |                        | • satisfaction surveys |
| Improved health of the workforce |                        | • healthy workplaces survey  
|                        |                        | • work health assessments  
|                        |                        | • healthy workers survey |
| Other e.g. ageing workforce, other health issues |                        |                        |