

# Work Well Speaker Series 2023



## Good work design - theory and solutions to support injury prevention and management

Dr Carlo Caponecchia

### Abstract

In Dr Caponecchia's talk he explored elements of work design, how it fits within work health and safety practice, and why it should be the primary strategy for organisations to use when improving mental health at work.

The talk outlined examples of how work can be re-designed, as well as reporting on a tool that was developed to increase confidence and skills in work re-design for managing psychosocial risks.

### Key takeaways

- Psychosocial risks are not new – the duties have been emphasised and more detailed guidance provided.
- Work re-design is the key risk control strategy for psychosocial risks. This is in contrast to the more common strategies which do not address sources of harm within the organisation.
- Taking a systemic approach is where we need to head – considering the whole system of work to ensure safety and health, but also productivity and efficiency.

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