

Work health and wellbeing

Strengthen your business

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.

Within a few months...

- ↑ Employee engagement
- ↑ Team cohesiveness
- ↑ Participation

Within 1-2 years...

- ↑ Health knowledge
- ↑ Health behaviour change
- ↑ Job satisfaction
- ↑ Workforce commitment
- ↑ Productivity
- ↑ Org. practice and policy
- ↑ Company image/reputation
- ↑ Risk mitigation

Within 3-5 years +...

- ↑ Return on investing in a health and wellbeing program
- ↑ Work culture
- ↓ Absenteeism
- ↓ Injury rates
- ↓ Workers compensation costs
- ↑ Staff retention

¹ www.worksafe.qld.gov.au

Key business motivator	Current data available	Sources of information
Reduce absenteeism		<ul style="list-style-type: none"> • human resources • recreation leave usage • superannuation
Fewer workplace injuries and illness		<ul style="list-style-type: none"> • Generic incident investigation form • Incident notification form • workers compensation data • first aid reports • superannuation data
Reduced workers' compensation claims		<ul style="list-style-type: none"> • WorkCover Queensland • human resources data – no. of claims, average time off work, average cost of claim
Improved return to work rates		<ul style="list-style-type: none"> • WorkCover Queensland • human resources data
Improved compliance with WHS legislation		<ul style="list-style-type: none"> • health and safety audits • legislation
Improved business image		<ul style="list-style-type: none"> • increase in successful tenders • awards (e.g. Be Recognised) • workers surveys
Improved worker performance		<ul style="list-style-type: none"> • customer retention rate • product sales • production rates • waste rates
Improved worker retention or turnover		<ul style="list-style-type: none"> • average annual turnover • staff exit interviews
Improved worker morale/ worker engagement and workplace culture		<ul style="list-style-type: none"> • organisational climate or culture surveys • satisfaction surveys
Improved health of the workforce		<ul style="list-style-type: none"> • healthy workplace audit tool • work health assessments • healthy workers survey
Other e.g. ageing workforce, other health issues		