Six megatrends important to workplaces

1. The extended reach of automated systems and robotics
2. Rising issue of workplace stress and mental health issues
3. Increasing screen time, sedentary behaviour and chronic illness
4. Blurring the boundaries between work and home
5. The gig and entrepreneurial economy
6. An ageing workforce
There is a relationship between health and injury.

Additional health conditions:
- Asthma
- Chronic obstructive pulmonary disease
- Ischaemic heart disease
- Heart failure
- Diabetes mellitus
- Mental health condition (Depression, bipolar, anxiety; schizophrenia)
- Cancer diagnosis (Lung, breast, colon, cervix, prostate)
- Osteoarthritis

Increased risk of injury
- Prolonged hospitalisation and rehab
- Higher treatment costs
- Higher risk of becoming permanently unable to work
- Increased time off due to treatment and rehab complications

Source: Gribben & Wren, 2012
Chronic disease risks for workplaces

1st
Smoking

2nd
Poor diet

3rd
Overweight and obesity

Leading risk factors for disease


96% report at least one risk factor

75% report multiple risk factors

70% of people drink at risky levels which equates to about 550,000

60% are overweight or obese or about 540,000 people

58% of smokers work which equates to about 250,000 workers

31% 1 in 3 Australians with a mental health condition reported taking time away from work or study
Workers who have never smoked have a 38% lower risk of work-related injury than those who have smoked.

US study – Obesity was associated with increased costs among workers’ compensation claimants sustaining severe injuries.

Likelihood of return to work:
- 20 days – 70% of returning
- 45 days – 50% of returning
- 70 days – 35% of returning

AFOEM and RACP Realising the health benefits of work (2011)

Injury risk is 13% lower for healthy weight workers compared to obese or overweight workers.

Healthy workers have less sick days than unhealthy workers.

3.7 Days vs 9.3 Days

Healthy workers have less sick days than unhealthy workers.

What factors contribute to work health and wellbeing?
Work Related Risk Factors related to poor health outcomes

- High levels of stress
- Lack of job control
- Time pressures
- Hazardous working conditions

- Long working hours
- Physically demanding tasks
- Lack of work-life balance
- Raised level of fatigue

- Sedentary/lack of movement
- Limited access to healthy food

Increased risk of (individual factors)

- Heart disease
- Diabetes
- Some cancers
- Ill health

Increased risk of (work factors)

- Risk of injury
- Accidents
- Absenteeism
- Turnover of staff
- Reduced productivity
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
Strengthen your business

1. Plan

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

Plan

- Management commitment
- Worker participation
- Setting up evaluation
- Assessing risks

2. Implement

Manage risks by implementing strategies and monitor them to make sure they are effective.

Evaluate

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

This survey highlights what you have in place and where you can improve and build on.

WORKPLACE SURVEY Elements

- Organisation
- Policy and procedures
- Communication and consultation
- Physical environment
- Worker directed interventions.
Healthy workers survey

The Australian Dietary Guidelines:
- Fruits: 1-2 servings daily.
- Vegetables: 3 servings daily.
- 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 fast food and take-away foods and sugary drinks.

### Nutrition

- **% Total workers**
  - Meeting recommended guidelines: 18%
  - Not meeting recommended guidelines: 71%
  - Did not answer: 0%
  - Do not consume or Unsure: 12%

- **% Total workers**
  - Meeting recommended guidelines: 39%
  - Not meeting recommended guidelines: 51%
  - Did not answer: 2%
  - Do not consume or Unsure: 8%

### Discretionary food and drink

- **% Total workers**
  - Meeting recommended guidelines: 82%
  - Not meeting recommended guidelines: 8%
  - Did not answer: 6%
  - Do not consume or Unsure: 4%

- **% Total workers**
  - Meeting recommended guidelines: 45%
  - Not meeting recommended guidelines: 18%
  - Did not answer: 33%
  - Do not consume or Unsure: 4%
Implement

1. Plan
Embed work health and wellbeing into your business plan 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 required to ensure sustainability.
These Tools assist organisations to prioritise interventions to influence the way work is organised and the work environment which will have the biggest impact towards creating a healthy workplace.

- **ACTION PLAN**
- **WORK HEALTH AND WELLBEING INTERVENTIONS TOOL**
- **REVIEW INTERVENTION TOOL**
Work Health and Wellbeing Toolkit

1. Plan
Embed work health and assess risks.

Evaluate
- Measuring and monitoring success

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 required to ensure sustainability.
It is important to report back and update management on workers progress. Transparency and celebrating success can assist with excitement and enthusiasm.

Evaluation tools

- **KEY MOTIVATOR TOOL** (from planning stage)
- **EVALUATION FACTSHEET**
- **REVIEW INTERVENTION TOOL** (from implementation phase)
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
Eliminate working conditions or environments that are hazardous to work health, safety & wellbeing

Eliminate
- Eliminate working conditions that threaten safety, health, and well-being

Substitute
- Substitute health-enhancing policies, programs, and practices

Redesign
- Redesign the work environment for safety, health, and well-being

Educate
- Educate for safety and health

Encourage
- Encourage personal change

Involve workers to identify problems & assist with solutions

https://www.cdc.gov/niosh/twh/default.html
Free workshops across Queensland

Two streams
- Part 1 – planning
- Part 2 – implementing and evaluating

Book online
Be Recognised

Apply online

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

Three levels

Bronze
Silver
Gold
Addressing the growing hazard of occupational sitting

Join the stand at work revolution with BeUpstanding
A free toolkit for getting your workplace to stand up, sit less and move more

Get started
Learn more

I want to become a champion
I’d like more information

Brought to you by researchers at The University of Queensland, School of Public Health

SEDENTARY WORK
EVIDENCE ON AN EMERGENT WORK HEALTH AND SAFETY ISSUE

Report 18 March 2016

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Be part of the NHMRC BeUpstanding research project

- Being launched by end June 2019
- Commit to 1 hour per week for at least 3 months
- Commit to promoting and providing pre and post surveys
- Commit to a brief follow-up interview/survey in 9 months to assess maintenance

What you get in return

- One on one coaching (telephone, workshops)
- Snazzy evaluation report
- Contact Dr Ana Goode a.goode@sph.uq.edu.au
Assists Qlders to reduce their risk of developing chronic conditions such as type 2 diabetes, heart disease and stroke.

FREE 10 minute health checks for workers

FREE 6 month behaviour change program for those at high risk of developing a chronic disease

De-identified report showing:
• Numbers at high, medium and low risk of developing a chronic disease
• Numbers referred to the lifestyle coaching program
Questions
For more information visit https://www.worksafe.qld.gov.au/healthy-workers
Or email to healthyworkers@oir.qld.gov.au