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Building a Case to Invest in OHS and Organisational Health

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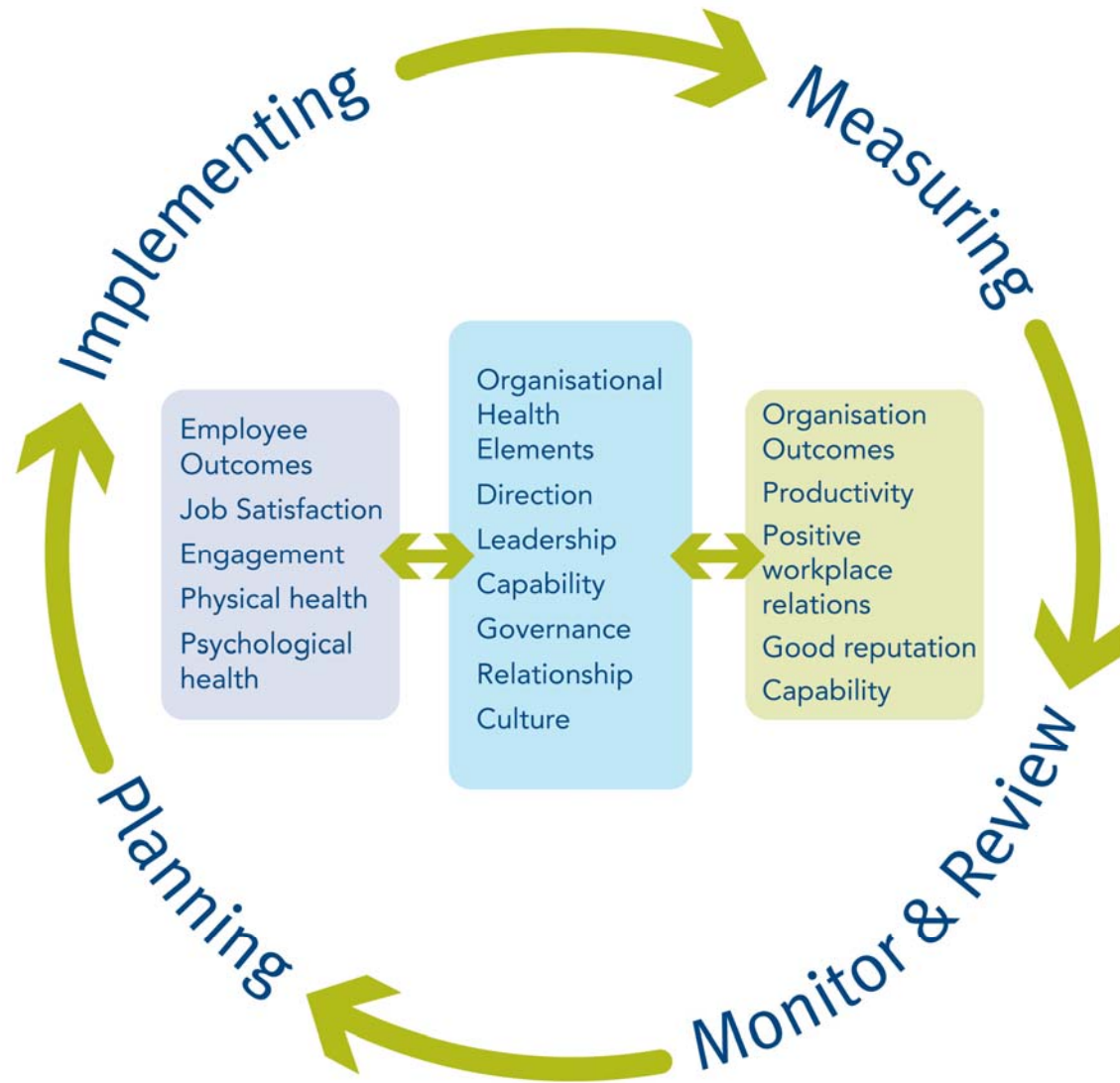
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Importance of Organisational Health

- The Occupational Health and Safety Act 1991 places responsibility on employers to take steps to protect the health and safety of employees
- Effective strategies to manage risks of injury and disease can assist employers to meet this statutory responsibility

Organisational Health Model



Process

- Outcomes
- Measure – key indicators
- Plan
- Implement
- Monitor and review

Build a business case...

Why a Business Case?

- To present a case to implement programs to improve and sustain the elements of Organisational Health
- A well structured and evidence based business case clearly articulate the intervention and how it will contribute to meeting organisational outcomes
- A successful business case requires strong qualitative and quantitative data

Measuring Organisational Health

- Organisational Health Quick Check Tool
 - Self-assessment
 - Results
- Key indicators of Organisational Health
 - Job satisfaction and health
 - Organisational commitment
 - Workers' compensation claims
 - Employee Assistance Program usage
 - Productivity
 - Workplace conflict
 - Client satisfaction
 - Turnover
 - Absenteeism

Program Design

- Successful and sustainable organisational health programs require structured planning, engagement, implementation and evaluation
- Elements within the program design process include both guiding principles and practical direction
- Link back to the Organisational Health Model of measuring, planning, implementing, and monitor and review
- Analysis of information from key indicators allows for the assessment of risk to identify and prioritise areas or issues for action

Program Design – Plan

- State clear program objectives
- Establish clear principles
- Integrate relevant systems
- Eliminate recognised occupational hazards
- Be consistent
- Promote employee participation
- Tailor programs to the specific workplace and diverse needs of employees

Program Design – Plan (cont)

- Consider incentives and rewards
- Find and use the right tools
- Make sure the program lasts
- Ensure confidentiality

Program Design – Implementation

- Be willing to start small and scale up
- Adjust the program as needed
- Provide adequate resources
- Communicate strategically
- Build accountability

Monitor and Review

- It is important to consider how the program will be monitored and evaluated
- Set targets and performance indicators
- Occurs at all points in the process
- Regular reporting
- Review the findings to inform refinements and improvement

Organisational Health Model



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QUESTIONS?