



### **Consensus Statement on the Health Benefits of Good Work**

At the heart of this consensus statement on the health benefits of good work is a shared commitment to improve the health and wellbeing of individuals, families and communities.

*Good work is engaging, fair, respectful and balances job demands, autonomy and job security. Good work accepts the importance of culture and traditional beliefs. It is characterised by safe and healthy work practices and it strikes a balance between the interests of individuals, employers and society. It requires effective change management, clear and realistic performance indicators, matches the work to the individual and uses transparent productivity metrics.*

Realising the health benefits of good work for all those working in Australia and New Zealand requires a transformation in both thought and in practice. It necessitates cooperation between a broad range of participants including workers, governments, employers, unions, insurers, legal practitioners, advocacy groups and healthcare professions.

#### **Pledge**

We, the undersigned, commit to collaboration, which encourages and enables those working in Australia and New Zealand to access the health benefits of good work. We acknowledge the following fundamental principles about the relationships between health and good work:

- The provision of good work is a key determinant of the health and wellbeing of employees, their families and broader society.
- Long term work absence, work disability and unemployment may have a negative impact on health and wellbeing.
- All workplaces should strive to be both healthy and safe.
- Providing access to good work is an effective means of reducing poverty and social exclusion.
- With active assistance, many of those who have the potential to work, but are not currently working, can be enabled to access the benefits of good work.
- Safe and healthy work practices, understanding and accommodating cultural and social beliefs, a healthy workplace culture, effective and equitable injury management programs and positive relationships within workplaces are key determinants of individual health, wellbeing, engagement and productivity.
- Good outcomes are more likely when individuals understand, and are supported to access the benefits of good work especially when entering the workforce for the first time, seeking re-employment or recovering at work following a period of injury or illness.

Governments, employers, workers, unions, insurers, legal practitioners, advocacy groups and healthcare professions all have a role in promoting the health benefits of good work.

Through actions appropriate to our various areas of responsibility or activity, we agree to:

- Promote an understanding of good work and an awareness of the health benefits of good work;
- Support and encourage those attempting to access the health benefits of good work;
- Encourage all participants to support workplace health; and
- Advocate for continuous improvement in public policy around work and health, consistent with the principles articulated above.

Signatories: