

New Zealand Health Benefits of Good Work Signatories' Steering Group

MAKING IT HAPPEN



Harnessing the Health Benefits of Good Work (HBGW)

There is compelling evidence that organisations should embed integrated approaches for health and wellbeing into their business. Such integration has been shown to improve the health, participation and productivity of their employees with additional flow-on benefits to the business.

How can we work together for the HBGW?

The Royal Australasian College of Physicians (RACP) has launched the HBGW Consensus Statement which is our call to action. The consensus statement unites a wide range of stakeholders affirming the importance of good work as a determinant of health and productivity. Signatories to the statement are called to deliver approaches within their organisations and through the services they provide, to bring the HBGW to life.

Over 52 leading New Zealand organisations are signatories to the consensus statement and many proudly display the Charter of Principles at their workplaces.

Government departments, rehabilitation providers, employers, unions, insurers, peak industry associations, superannuation funds, healthcare service providers and consulting firms have signed up to work together to be part of the conversation and help frame the solution to drive the HBGW campaign.

EMPLOYEE BENEFITS

People in good work tend to enjoy happier and healthier lives than those who are not in work. Our physical and mental health generally improves through involvement in good work – we recover from sickness quicker and are at less risk of long term illness and incapacity.

Because of these recognised health benefits, ill or injured people and people with disability are encouraged to return to, or remain in, work as part of their recovery, if their health condition permits it.

The Australasian Faculty of Occupational and Environmental Medicine (AFOEM) of the RACP has been actively building a greater understanding of the health benefits of good work. AFOEM has collated the evidence and the body of evidence is convincing – participating in the workforce has a positive impact on your health and wellbeing.



BUSINESS BENEFITS

Companies' sustainable success derives from achieving financial outcomes while seeking key social outcomes aligned to the company's vision, mission and key performance indicators. A primary driver of these outcomes is the company's workforce. Ensuring employees have access to the HBGW provides many benefits to businesses including:

- productivity benefits gained through improved employee participation, engagement and motivation
- financial benefits through reduced absenteeism, turnover, injury rates and workers' compensation costs.

This approach/philosophy contributes to employers being seen as employers of choice.

Shifting the focus to sustainable return to health and

work, regardless of work-relatedness of the injury or illness, can greatly improve the prospects of successful, long-term outcomes. Evidence strongly supports the view that engaged employees are more likely to adapt to changing business needs. Employers offering good work will achieve positive returns on their investment.

The World Health Organization describes this relationship between work, health and productivity as a virtuous cycle where 'improved conditions at work will lead to a healthier workforce, which will lead to improved productivity, and hence the opportunity to create a still healthier, more productive workplace'.

For more information on the research and actual case studies, see *Improving Workforce Health and Workplace Productivity - a virtuous circle* published by the RACP.

BENEFITS OF BECOMING A SIGNATORY

LEAD	Be seen as an employer of choice - a leader in promoting healthy workplaces from within your organisation and across your sector.
GROW	Be successful into the future - organisations will need to move beyond legislative requirements and embrace inclusive employment practices. Workplaces now have greater social influence and responsibility than in previous decades.
RESEARCH	Benefit from shared expertise of other HBGW signatories across Australia and New Zealand - have access to the latest evidence and innovation from researchers and employer groups sharing current practices.
NETWORK	Be part of a network of like-minded representatives of organisations who you can share information, challenges and experience with.

THE HBGW NZ SIGNATORIES' STEERING GROUP (SSG)

The SSG is the industry arm of the HBGW Campaign. It consists of passionate people representing signatory organisations and sectors who explore opportunities to collaborate with government and industry leaders to influence public policy and workplace practices. It strives to maximise people's access to the health and business benefits of good work and to advocate for the health benefits of good work.

Since mid-2016 the SSG has engaged with key

stakeholders, researchers, unions and employer groups to grow the signatory base and collectively address the next few years of employment and challenges ahead. The SSG presents opportunities for informed dialogue whilst enjoying the benefits that flow from collaboration. Employers are investing in workplace initiatives to promote health and wellbeing but often remain uncertain about the business case supporting such investment. The SSG endeavours to provide the business case, underpinned by research and continuous improvement.

Become a signatory

To apply to become a signatory, learn more about the SSG and be an active participant in driving the HBGW campaign for better business health and productivity go to

www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work.