



Health Benefits of Good Work (HBGW)



Australasian Faculty of
Occupational and Environmental Medicine



The Royal Australasian
College of Physicians

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RACP

Specialists. Together

EDUCATE ADVOCATE INNOVATE

Who/what is AFOEM?

- **Australasian Faculty of Occupational and Environmental Medicine (AFOEM), Royal Australasian College of Physicians (RACP)**
 - ***Mission Statement***
 - "The Australasian Faculty of Occupational & Environmental Medicine will be recognised as the leading authority on occupational and environmental medicine (OEM) in the Australasian region and will strive towards an education, assessment and oversight program recognised nationally and internationally as providing the highest standards in OEM, demonstrably met by its trainees and Fellows."



The Social Determinants of Health

- **The World Health Organisation:**
 - Work is one of the social determinants of health
- **Unemployment is associated with**
 - Higher mortality
 - Chronic illness
 - Poorer mental health
 - Higher consumption medical services and resources

The Social Determinants of Health

- **‘Bad work’ = Adverse Health Effects**
 - Lack of control
 - Lack of job security
 - Lack of job satisfaction - esteem
 - High demands
- **If 3 or more stressors; mental health disorders greater than if unemployed.**
- **Bad work is no better than being unemployed!**
- **The Bullying Problem**
 - Widespread
 - Government administration, health care sector, defence, electricity supply, universities

What is “Good Work”?



- **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.**

What Is HBGW?

- **The Health Benefits of Good Work (HBGW) is a position statement developed by medical specialists in occupational medicine**
 - Australasian Faculty of Occupational and Environmental Medicine, Royal Australasian College of Physicians
- **The aim of HBGW is to promote a healthy viable work environment for the benefit of**
 - Workers
 - Employers
 - The community
 - Government



Why Do We Need HBGW?

- **Cost to Australia from work related conditions**
 - Workers compensation \$62 billion per year (Safework Australia)
 - Unemployment benefits and Disability Support Pension \$27 billion per year (Australian Parliament)
- **\$89 billion per year + health care costs**
- Changing nature of work (casualisation / insecure work)

The HBGW Timeline

- **March 2011 - Australian and New Zealand Consensus Statement on the Health Benefits Of Work**
- **2017 – Realising the Health Benefits of Good Work Consensus Statement**
- **Sept 2014 - HBGW Stakeholder Executive Group**
- **HBGW Signatory Steering Group (SSG)**
 - Australia 2015 & NZ 2017

The HBGW Architecture



The SSG

- **The HBGW Signatory Steering Group (SSG)**
- **SSG Signatories are Champions**
- **Their Mission:**
 - To promote the health and well-being of individuals, businesses, organisations and communities through good work.

Signatories to HBGW

- What does being a “Signatory” mean?

[Name of organisation]

is a signatory organisation to the Australian Consensus Statement of the Australasian Faculty of Occupational and Environmental Medicine (AFOEM) on the Health Benefits of Work

Signatories to the Consensus Statement are committed to actively implementing the principles articulated in the Consensus Statement to create safe, healthy workplaces. As signatories, we are acknowledging that good work can play a central role in contributing to health and wellbeing.

Why Are We Here Today?

- **To promote HBGW in the Territory and elsewhere**
- **To provide Signatories with a forum to discuss issues**
- **To bring attendees up-to-date with SSG activities and AFOEM activities**
- **Collaborate!**
- **Communicate!**
- **Together, make the HBGW a reality!**

Some Key Messages

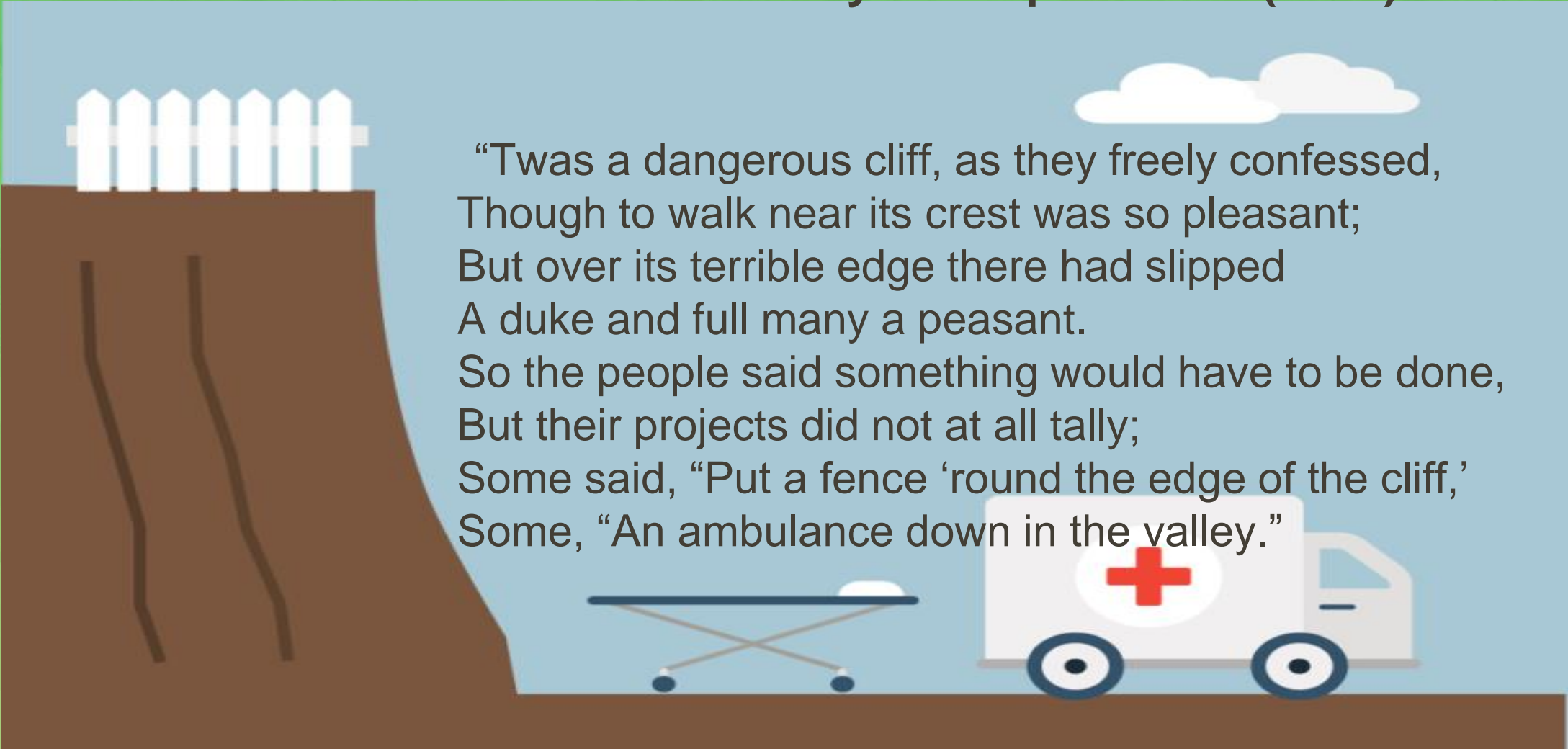
- **Promotion of good work**
 - Benefits individuals – sense of worth, purpose and social contact
 - Decreases organisational costs
 - Increases productivity
 - Reduces avoidable unemployment
 - Reduces workers compensation costs
 - Reduces health care costs

Want Can We Do?

- **As leaders and influencers, we can support a safe, healthy, engaged and productive workforce by:**
 - Using evidence for better outcomes
 - The provision of good work is a key determinant of the health and wellbeing of employees, their families and broader society.
 - Productivity benefits (patient safety and care) gained through improved employee participation, engagement and motivation
 - Financial benefits through reduced absenteeism, turnover, injury rates and workers' compensation costs.
 - **Helping People Return to Work**
 - Long term work absence, work disability and unemployment has been shown to have a negative impact on health and wellbeing.

What Can We Do?

- **The Ambulance Down in the Valley - Joseph Malins (1895)**



“Twas a dangerous cliff, as they freely confessed,
Though to walk near its crest was so pleasant;
But over its terrible edge there had slipped
A duke and full many a peasant.
So the people said something would have to be done,
But their projects did not at all tally;
Some said, “Put a fence ‘round the edge of the cliff,’
Some, “An ambulance down in the valley.”

What Can We Do?

- **Control of workplace hazards**
- **Safe work systems**
- **Psychological safety**
- **Develop and promote a work culture that is aware, caring, supportive – R U OK**

What Can We Do?

- **Understand risks and prevention strategies**
- **Some common risks:**
 - Long work hours
 - Shift work
 - Work / Training pressures
 - Repeated exposure to death/trauma
 - Sleep deprivation
 - Harassment and bullying
 - Increase of workplace stress and mental health issues

What Can We Do?

- **Understand risks and prevention strategies**
- **Some common protective factors:**
 - Reduce excessive work hours
 - Better demand management
 - Addressing cultural issues
 - Effective leadership
 - Support from colleagues and managers
 - Targeted support and access to resources
 - Union involvement

What Can We Do?

- **Evidence and Expertise**
- **Evidence**
 - Evidence derives from careful studies and ongoing monitoring of workplace environments
 - There is “good” evidence, but also “bad” evidence
 - Determining if evidence is adequate and appropriate requires specific expertise
- **Expertise**
 - The highest level expertise in occupational diseases and health comes from specific training in this area - AFOEM
 - Beware the “accidental” or “casual” expert without specific and relevant training





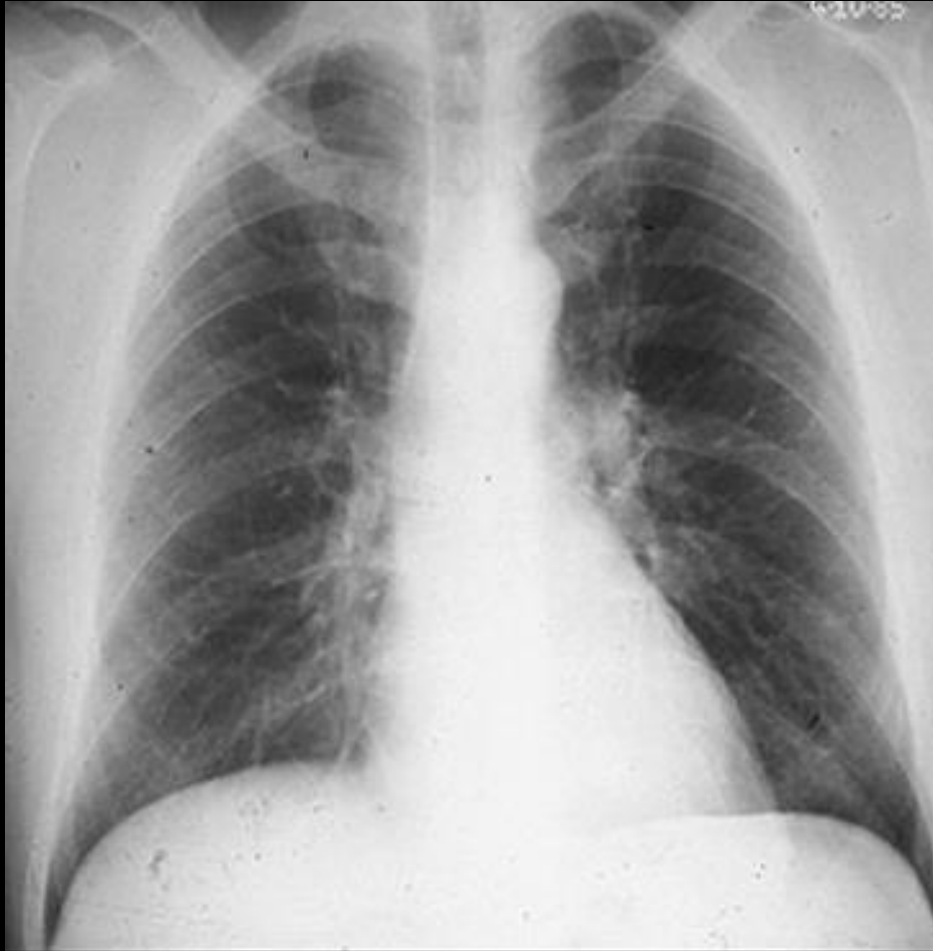








Accelerated Silicosis



PRIMARY PREVENTIVE MEASURES

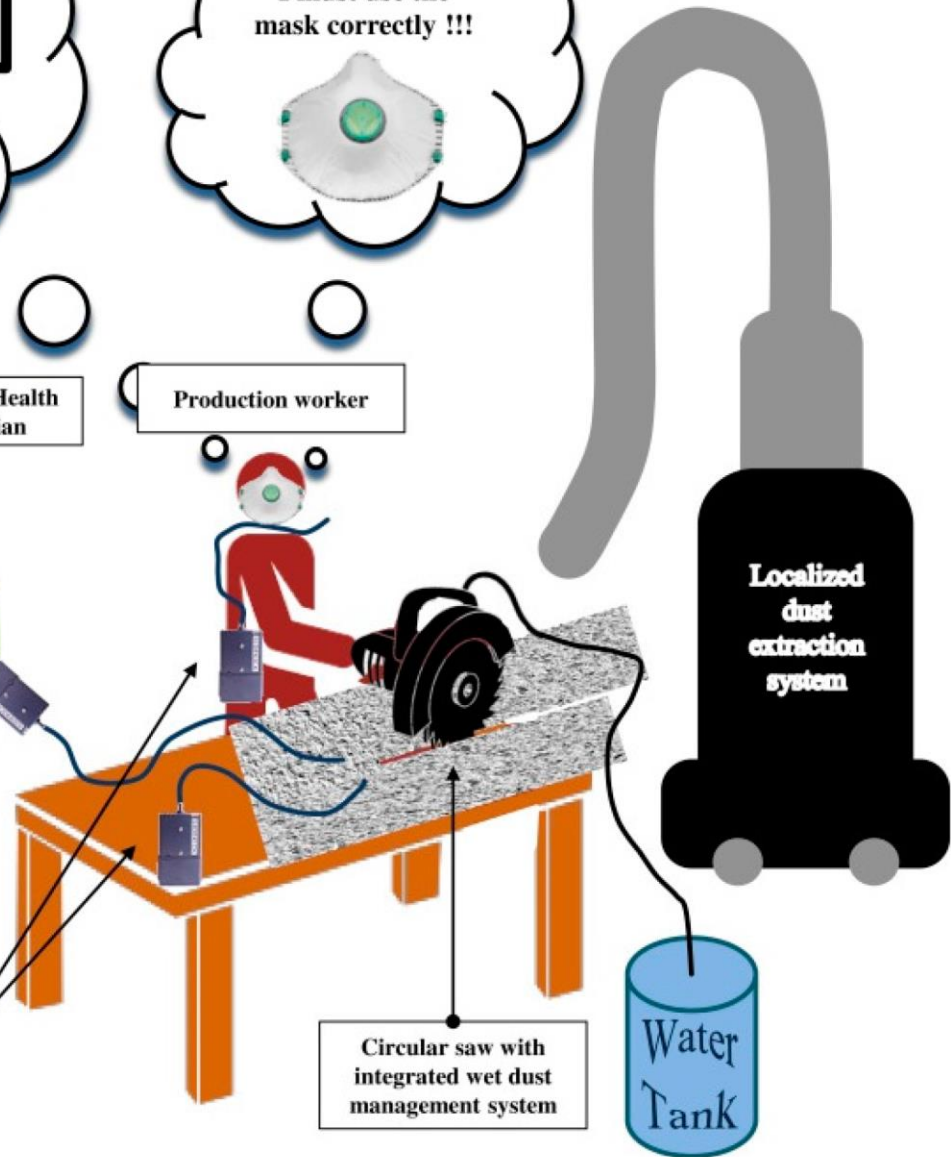
Workers' information and training



Environmental and Health & Safety Technician

Production worker

Environmental and Health & Safety Manager



SECONDARY PREVENTIVE MEASURES



Health surveillance program

Fitness for work with limitations and/or prescriptions



Summary

- **“Good work” not “bad work”**
- **Physical AND Psychosocial safety climate**
- **HBGW is good for**
 - workers
 - employers
 - organisations
 - the community
 - government
- **Requires a strong collaborative partnership between AFOEM & the SSG**



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