

HBGW Signatory Steering Group

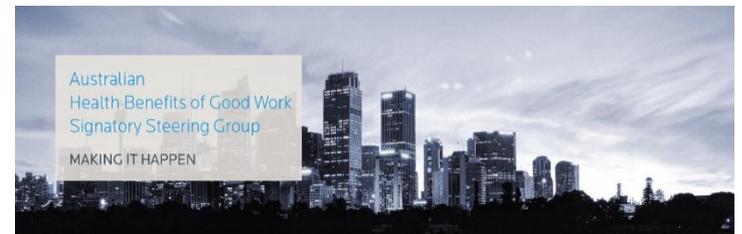
Morag Fitzsimons and Christianna Johnson



The Royal Australasian
College of Physicians



Australasian Faculty of Occupational
and Environmental Medicine



1. Building the brand through engaging the signatory base
2. What do we know and how are we responding
3. Building a business case
4. Tools to assist

Agenda





Australian
Health Benefits of Good Work
Signatory Steering Group

MAKING IT HAPPEN

HBGW Signatory Steering Group Building the HBGW brand and profile through engagement of signatory base



The Royal Australasian
College of Physicians



Australasian Faculty of Occupational
and Environmental Medicine



Australian
Health Benefits of Good Work
Signatory Steering Group

MAKING IT HAPPEN

Australian Health Benefits of Good Work Signatory Steering Group

Executive Subcommittee

SSG Chair	SSG member
SSG Deputy Chair	SSG member

Subcommittee membership

Committees determined through EOI drawn from SSG and signatory base. Chair to be appointed for each subcommittee. Each subcommittee is accountable for creation and implementation of its charter

SSG Subcommittee Advocacy

Tasked with establishing alliances and partnerships within the community and education sectors to promote the HBGW, combining the HBGW focus into existing industry recognition awards and identifying common hurdles between insurers and employers

SSG Subcommittee Workplace Engagement

Tasked with optimising HBGW resources for various stakeholders, developing and promoting a pro-forma business case for the HBGW, building the HBGW brand through engagement of the RACP signatory base and translating HBGW into sustainable behavioural change

SSG Communication Subcommittee – Accountable for creation and implementation of a committee charter for coordination of communication of SSG activity for all subcommittees

Health Benefits of Work Consensus Statement Signatories' Survey

Sept-Oct 2015

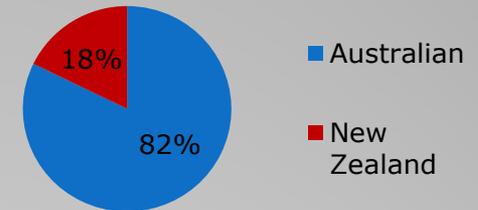
The Australasian Faculty of Occupational and Environmental Medicine (AFOEM) of The Royal Australasian College of Physicians (RACP) undertook a survey of all signatories (160 in total including 52 in NZ and 108 in Australia).

The survey was developed with input from the Health Benefits of Good Work (HBGW) Australian Signatory Steering Group (Australian SSG).

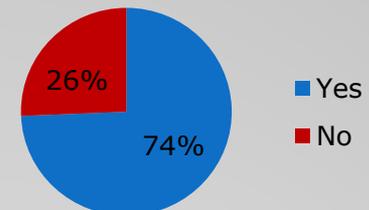
48 completed responses received which constitutes a 30% response rate overall:

- 38 from AU signatories (35% response rate across Australian signatories)
- 10 from NZ signatories (19% response rate across NZ signatories).

% of respondents who are a signatory to the Australian or New Zealand Consensus Statement



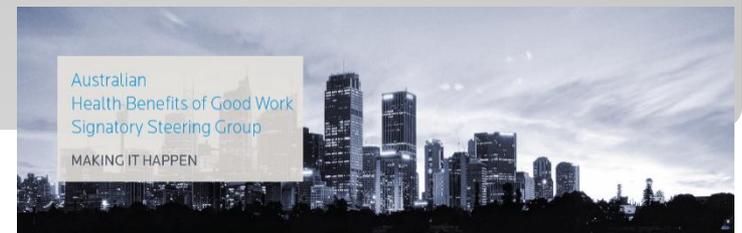
% of respondents who are aware of the Australian SSG and its mandate:



Health Benefits of Work Consensus Statement Signatories' Survey

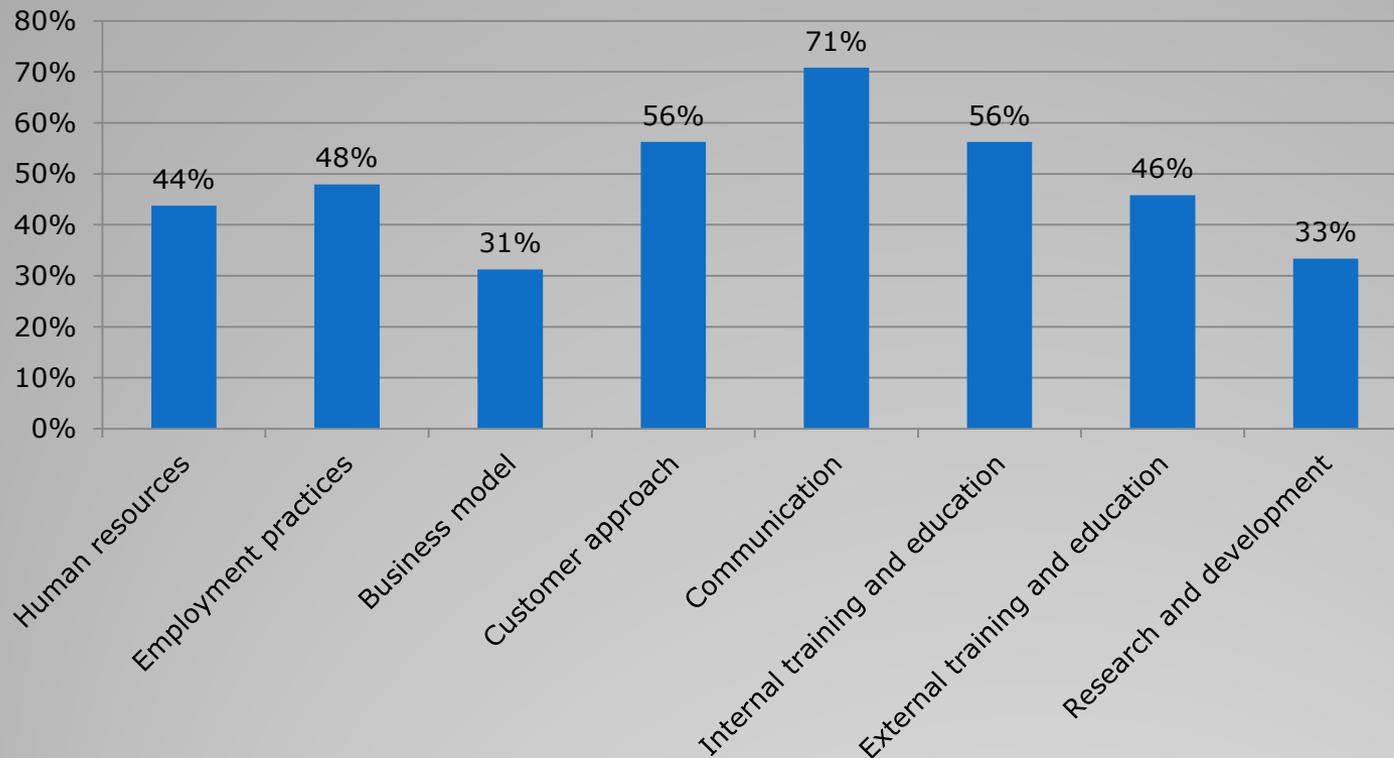
• Key headline findings:

- 50% of all respondents said they are investing in HBOW and have made much progress,
- 21% said they are leading organisations and 23% are just getting started
- A third of respondents undertake analysis or have reporting mechanisms including return to work rates, data on time lost from work, health and wellbeing surveys, evaluations, employment outcomes and return on investment research.
- 84% of respondents would like more info about the Australian SSG
- Almost half are interested in providing input/being involved in the Australian SSG's work.



Work underway across Organisations in the HBGW area

Signatory organisations' focus in their HBOW work



What information would you like to receive from the Faculty?



- Published research nationally and internally – this helps with executive buy-in
- Invitations about events/conferences
- initiatives implemented in health care settings
- What other medical colleges are doing
- Relevant guidelines
- How the HBOW message is being received
- The role of GPs to encourage RTW practices (flowchart)
- Minutes from meetings



- Screening tools to identify those at risk of not RTW following illness or injury
- Material aimed specifically at raising awareness amongst health professionals



- Progress updates
- Updates on projects going on across Australasia

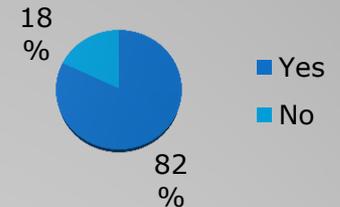


- Case studies on best practice (most cited answer) including sharing experience at events
- Input in RACP Congress
- Opportunities to participate in Working Groups

Signatories would like to receive information from the Australian SSG on:



Would you like more information regarding the Australian SSG's activities?



What have we done in response to your feedback?

- Development of the communications sub committee within the SSG to ensure consistent and relevant communication with the signatories throughout the year
- Sharing the Evidence Base and Case Studies on the RACP Website
- Sharing Resources across Signatories via the RACP Website
- Bi-Annual Newsletter
- Bi-Annual Forums for Signatories

Health Benefits of Good Work eNewsletter

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WELCOME TO THE HEALTH BENEFITS OF GOOD WORK E-NEWSLETTER

We are excited to launch the first edition of the new six-monthly eNewsletter specifically dedicated to the Health Benefits of Good Work.

The Health Benefits of Good Work (HBGW) is an initiative from the Australasian Faculty of Occupational and Environmental Medicine (AFOEM). AFOEM is a Faculty of The Royal Australasian College of Physicians (RACP).

The HBGW initiative has gained significant momentum over the past year or so with a number of important steps made to advance this agenda across the industry and health sectors and the community.

[READ MORE](#)



HEALTH BENEFITS OF GOOD WORK SIGNATORY STEERING GROUP

The purpose of the SSG is to further champion the integration of the HBGW policy agenda in the industry sector. It has developed into a forum to share information and collaborate on initiatives that will enable organisations to implement HBOW programs as well as champion improvements throughout industry.

[READ MORE](#)

- *Our RACP AFOEM eNewsletter is specifically dedicated to the Health Benefits of Good Work*
- *Published twice yearly*
- *Sent to all Signatories*

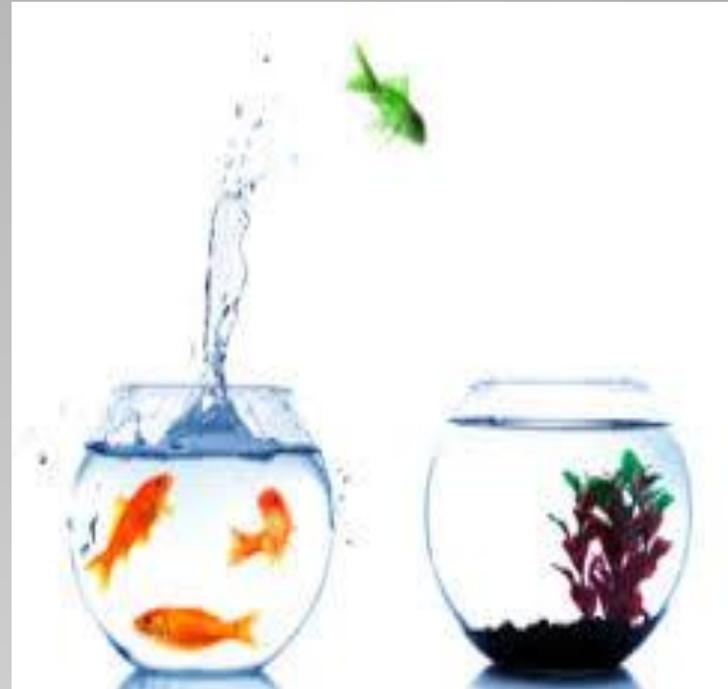
A great opportunity for your organisation to showcase its work in this area and to learn more from other organisations!

Please spread the word and share this eNewsletter with any organisations or individuals you think may be interested in the Health Benefits of Good Work!



The New HBGW RACP Website:

- We are pleased to announce the launch of a dedicated resources section on the [Health Benefits of Good Work web page](https://www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work)
<https://www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work>
- You will find resources and materials delivered at our first Health Benefits of Good Work industry forum with future additions planned to include further resources and case studies.
- These resources will assist you and your organisation in maximising the benefits of good work initiatives.
- The Royal Australasian College of Physicians and the Health Benefits of Good Work Signatory Steering Group would like to thank you for your ongoing support and championing the benefits of good work.



Building a Business Case

Framing your “Call to Action!”



The reasons for endorsing the health benefits of good work are many.....



A draft business plan has been created to assist in the operationalization of HBGW

Overview



1

Framing the Tangible Business Benefits

2

Framing the intangible business benefits.

3

Measuring Success

4

Pulling your business case together.

Features and Benefits



1

Framing the tangible business benefits.

- ❑ The rationale for the health benefits of good work;
- ❑ Identifying key stakeholder across your business;
- ❑ Data and analysis;
- ❑ Internal business initiatives;
- ❑ Presenting the cost benefit analysis.

Features and Benefits

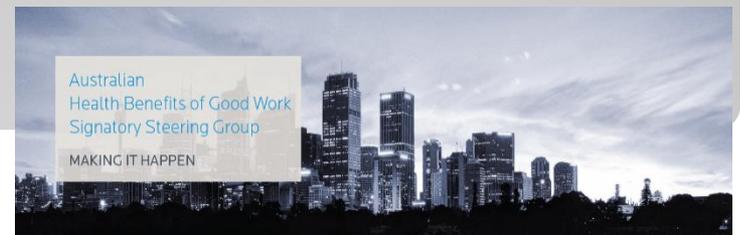


2

Framing the intangible business benefits.

- ❑ Educating the workforce;
- ❑ Educating the management team;
- ❑ Considering other intangible benefits;
 - ❖ Growth
 - ❖ Customer service experience
 - ❖ Staff engagement
 - ❖ Staff turnover
 - ❖ Increased diversity
 - ❖ Increased employee wellbeing.

Features and Benefits

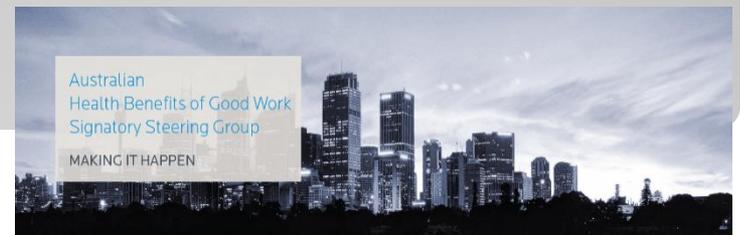


3

Measuring Success

- ❑ Initiatives and measurements of success
 - ❖ Suggested objectives and measurements;
- ❑ Examples of companies achieving success through case studies;

Features and Benefits



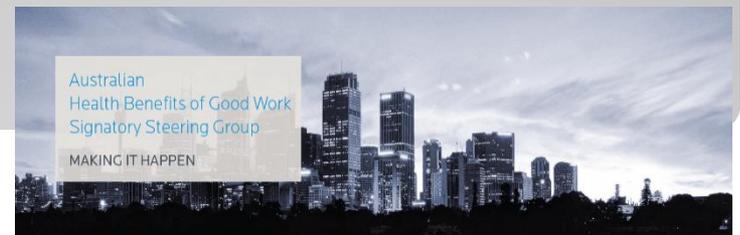
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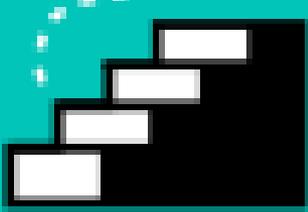
Tools to Assist

❑ Example of a Health and Wellbeing Tool

[Employers Workplace Wellbeing Tool](#)

Features and Benefits





Participation & Feedback

- ❑ We are seeking indications of preparedness to participate in sharing information about your journey, both anecdotally and evidence based.
 - ❖ What worked for you in building your own business case?
 - ❖ How are you measuring success in this area?
 - ❖ Sharing your own success stories.
 - ❖ Sharing your own challenges in achieving your goals.

Working together...

