



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

Christianna Johnson – Suncorp



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



HBGW Signatory Steering Group Initiatives

Initiative 1

Optimise HBGW resources for various stakeholders

Owner: Rebecca Parton

Supported by: Ray Collins, Janine Reid, Kathryn Hogg, Megan Buick



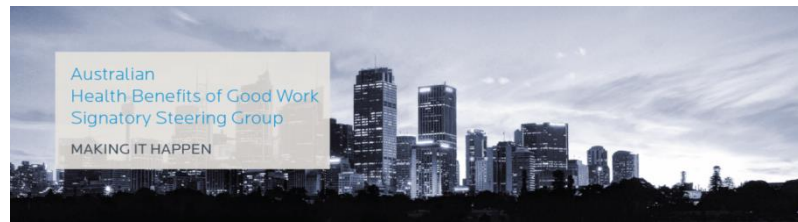
Initiative 2

Establish alliances and partnerships within the community and education sector to promote the HBGW

Owner: Megan Buick

Supported by: Amy Ho, Warren Harrex





HBGW Signatory Steering Group Initiatives

Initiative 3

Combine HBGW focus into existing industry recognition and awards programs

Owner: TBA

Supported by: Carly VanDenAkker, Christianna Johnson



Initiative 4

Develop a pro-forma business case to underpin signatory application and associated organisational change

Owner: Sue Richardson

Supported by: Holly Dorber, Kathryn Hogg, Ray Collins, Morag Fitzsimons



Initiative 5

Build HBGW brand and profile through engagement of signatory base

Owner: Christianna Johnson

Supported by: Janine Reid, Megan Buick, Kathryn Hogg, Amy Ho





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HBGW Signatory Steering Group Initiatives

Initiative 6

Identify common hurdles between insurers and employers which inhibits the seamless message of return to good work across compensable jurisdictions

Co-owners: Carly VanDenAkker and Morag Fitzsimons

Supported by: Rebecca Parton, Holly Dorber, Warren Harrex, Janine Reid



Initiative 7

Translating HBGW into sustainable behavioural change

Owner: Nikki Brouwers

Supported by: Morag Fitzsimons and Suzanne Jones



Health Benefits of Work Consensus Statement Signatories' Survey

Sept-Oct 2015

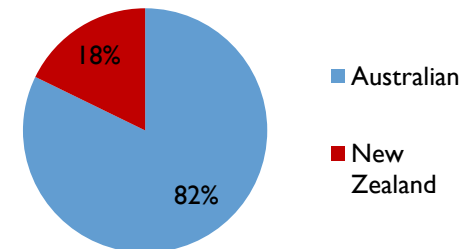
The Australasian Faculty of Occupational and Environmental Medicine (AFOEM) of The Royal Australasian College of Physicians (RACP) undertook a survey of all signatories (160 in total including 52 in NZ and 108 in Australia).

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

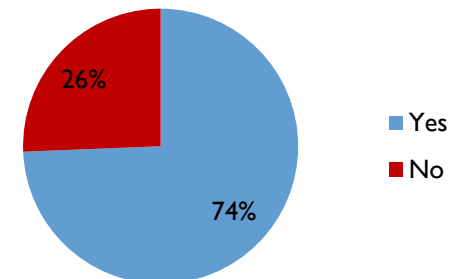
48 completed responses received which constitutes a 30% response rate overall:

- 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:**

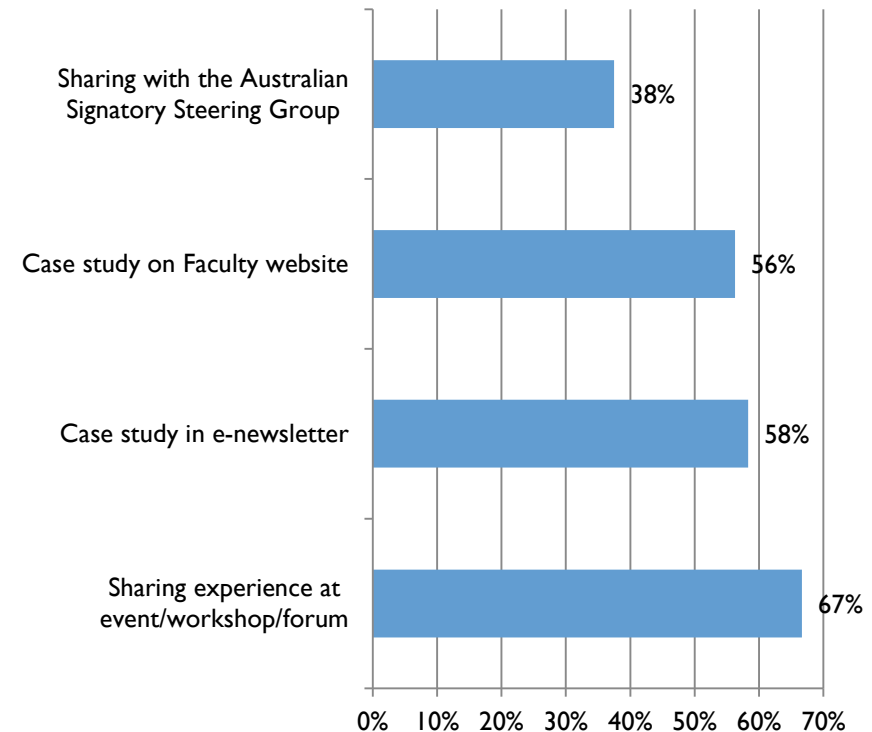
- 50% of all respondents said they are investing in HBOW and have made much progress,
- 21% said they are leading organisations and 23% are just getting started
- A third of respondents undertake analysis or have reporting mechanisms including return to work rates, data on time lost from work, health 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.



Sharing experiences and information with other signatories:

Would you be willing to share your organisation's experience with other signatories or to have information about your organisation's experience included in other publications?

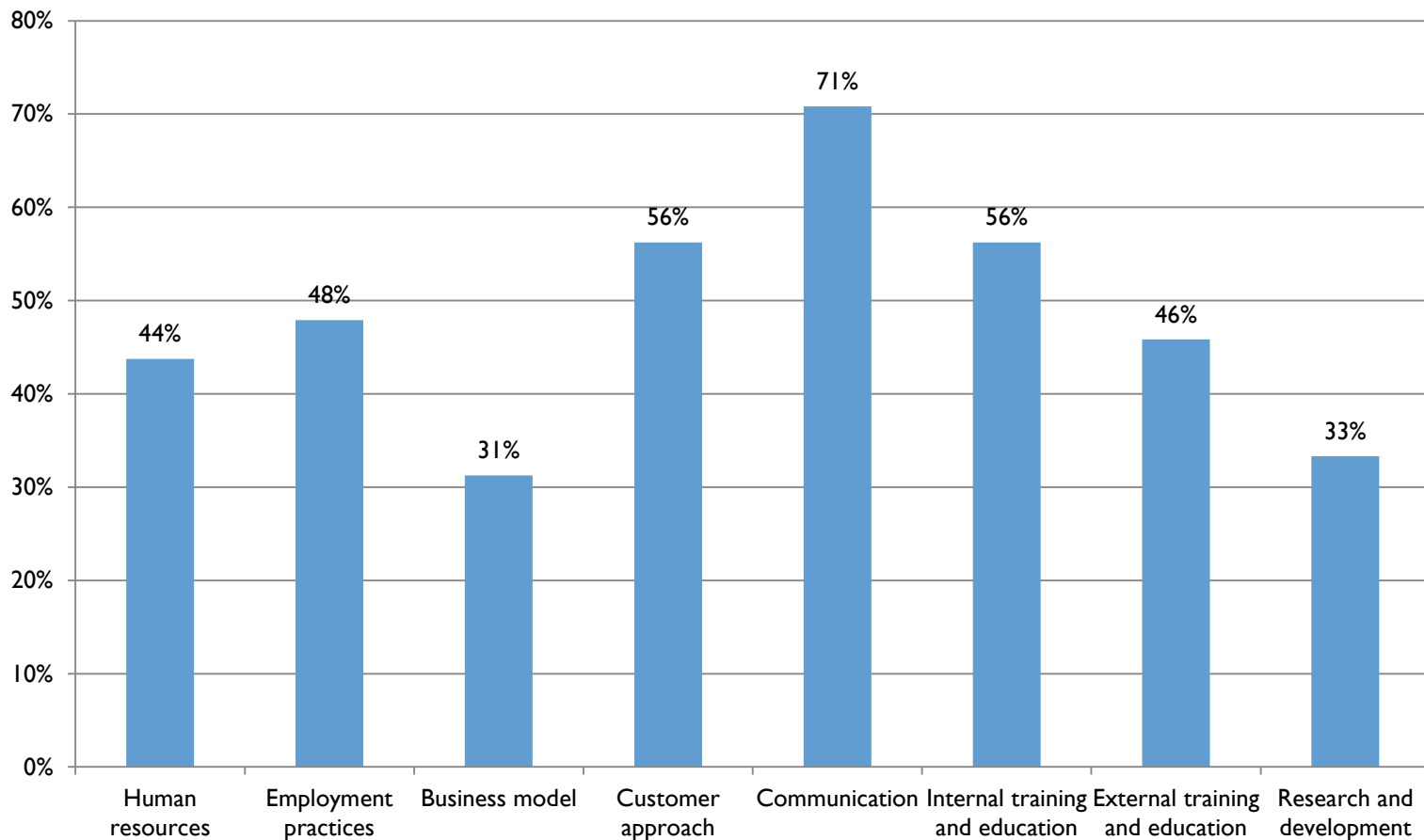
How signatories would like to share information about their organisation's experience



Work underway across Organisations in the HBGW area

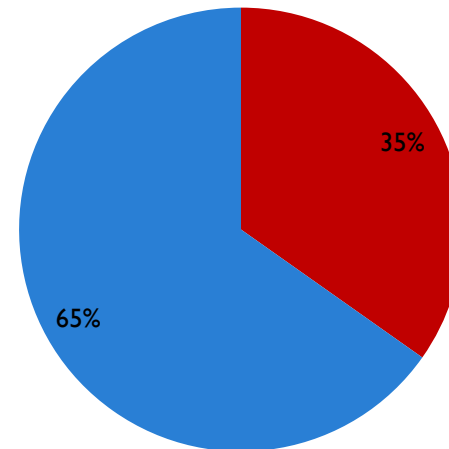


Signatory organisations' focus in their HBOW work



Reporting and analysis re the HBGW?

Do you undertake any analysis or have any reporting mechanisms/business metrics in place to understand and evaluate the health and financial benefits derived from your investment in implementing the HBOW principles?



- Yes, our organisation undertakes analysis or have reporting mechanisms
- No, our organisation does not undertake analysis or have reporting mechanisms in place

What reporting mechanisms or business metrics have you established?

Development of business metrics and reporting

Evaluation (quantitative and qualitative)

Benefits realisation plans

Business case

Monthly HR metrics

Reporting on engagement, health outcomes and employment outcomes

Annual health and wellbeing survey

External research on Return on Investment

Various health & safety and wellbeing metrics

KPIs on Sect 36 (unfit), Sec 38 (fit but not accommodated) and Sect 40 (fit and on RTWP).

Surveys of customers or clients

Outcome analysis to monitor performance and intervention effectiveness

RTW rates /outcomes following injury or illness

Approach to integrate HBoW in internal reporting metrics being established through 2015-16 business plan –

Work related and non-work related injury/illness (time loss)

Surveys of staff

Absenteeism due to illness

Time lost from work

Post evaluation surveys



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

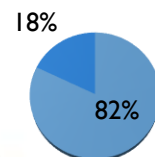


- Case studies on best practice (most cited answer) including sharing experience at events
- Input in RACP Congress
- Opportunities to participate in Working Groups

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



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



■ Yes
■ No

What can we do in response to your feedback?

- Sharing the Evidence Base and Case Studies on the RACP Website
- Sharing Resources across Signatories via the RACP Website
- Use of Social Media to engage - Generating a discussion forum where Signatories can engage with the SSG or each other to network, collaborate and overcome challenges
- Bi-Annual Newsletter
- Quarterly Forums for Signatories

Health Benefits of Good Work eNewsletter

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Health Benefits of Good Work
eNewsletter



The Royal Australasian
College of Physicians



Australasian Faculty of
Occupational and Environmental Medicine



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 HBGW programs as well as champion improvements throughout industry.

[READ MORE](#)

- *A brand new RACP AFOEM eNewsletter 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!

Opportunities for industry events/forums/conferences to incorporate the HBOW agenda

Adviser forums / conferences
to get some ground up
traction about how HBOW
principles interplay with
insurance

More visibility is needed - I'm happy to present if
is needed

Promotion in any work
information produced

HBOW is the very WHY of our
business. I imagine it is the same for
many in our industry, although I am
certain not many realise it is such.
Promotion of the HBOW as the 'why
we do what we do' should enhance
the industry and value in the
expertise assigned to facilitate work
participation."

Bringing RTW to industry, industry
events, and education of employers
about the HBOW

Our members would be interested
in hearing more and how they
could use it with patients,
especially workers comp injury
patients at events or conference or
webinars

Just need to be reiterating the
same HBGW message,
everywhere you go

There are many Workplace
Mental Health and Wellbeing
related conferences and events
throughout the year which would
provide the opportunity for the
Faculty to present on the HBOW
agenda

Highlighting pathways and
the ROI for businesses to
promote health initiatives to
the employees that positively
influences culture and
change in an organisation
and thus the health of the
nation and reduced primary
care burden



What's next?

- Involving you in designing and developing the SSGs initiatives and promoting these in your own organisation!
- Many hands make light work.



Initiative Contacts



Initiative	Forum Representative
Initiative 1 - optimise HBGW resources for various stakeholders	Rebecca Parton
Initiative 2 - Establish alliances and partnerships within the community and education sector to promote the HBGW	Megan Buick
Initiative 3 - combine HBGW focus into existing industry recognition awards	Annette Williams
Initiative 4 - Developing a pro-forma business case to underpin signatory application and associated organisational change	Morag Fitzsimons
Initiative 5 - build HBGW brand through engagement of signatory base	Christi Johnson
Initiative 6 - identify common hurdles between insurers and employers	Carly Van Den Akker
Initiative 7 - Translating HBGW into sustainable behavioural change	Nikki Brouwers