Presentation Title	Place in Schedule
A Work Health and Safety Regulator's journey; promoting an integrated health, safety and wellbeing Approach	Concurrent Session 4.4 *Day 3 – Thursday* *May 10th, 2018* *1:15 – 2:30pm*
Description of Presentation	**Presenter Name(s) And Credentials**
Workplace Health and Safety Queensland (WHSQ) is the state government regulator for work health and safety in Queensland Australia. WHSQ's role is to enforce compliance with the work health and safety legislation and promote positive change in industry. WHSQ partners with employers, unions, peak bodies, other government departments and other work health and safety regulators. The state of Queensland is one of eight States and Territories in Australia. It covers an area of 668,023 miles (more than twice the size of Texas) and has a population of 4,703,193 people. The Australian Work Health and Safety Strategy 2012-2022 (the strategy) sets targets for fatality and injury reduction nationally as well as identifying priority industries, disorders and areas for action. Work related musculoskeletal disorders which comprise over 50 per cent of Queensland workers' compensation claims and mental health are identified as priorities in the strategy. WHSQ has moved from focusing on individual hazards to promoting a systematic integrated health, safety and wellbeing approach to the control of risks, specifically work related musculoskeletal disorders. This approach is underpinned by the principles of good work design. These principles incorporate key elements such as: · the importance of leadership to drive cultural change · consideration of health, safety and wellbeing within the context of the design of work, the work environment and the worker · involving workers via participation and consultation processes · operationalising and embedding into organisational systems. There is growing evidence to support a systematic integrated risk management approach for improved	Nita Maynard, Bach of Science with honours in Occupational Therapy, Graduate Diploma OHS *Workplace Health and Safety Queensland*

health, safety and wellbeing outcomes as the evidence highlights the interrelationship between the
physical, psychosocial and chronic disease risk factors.
Pilot projects have been conducted in a number of industry sectors including education, transport and
manufacturing. Post workshop evaluation of the participating organisations demonstrated some positive
short term gains with organisations reporting:
· Increases in worker engagement and communication
· Improved reward and recognition of workers achievements
· Increased sense of community within the workplace
· Greater opportunities to talk with staff about "real life things"
· Increased staff morale by bringing teams closer together
Leaders and workers reported:
· Increase in knowledge and confidence to identify and address the source of risk and understand the
legislation relating to risk management
· Increased understanding of the need to implement strategies and controls across individual, workplace
and organisational levels to ensure a more integrated, systematic and sustainable approach
· Increased confidence, knowledge and skill in using a consultative approach to involve workers in the
process of developing strategies
· Increased understand of their risk profile
Key learnings included:
· Leadership and ongoing senior management commitment is required to drive and support the program
i.e. provision of necessary resources
· Industry bodies play a key role in leading and supporting their members
· Participative engagement and consultation with workers is a critical
· Implementation of an integrated approach to simultaneously address organisational and individual
behaviour change can achieve positive and more sustainable business and industry outcomes.