



Work health and wellbeing toolkit



What is work health and wellbeing

Work health and wellbeing focuses on improving work processes to benefit the health of workers and prevent chronic disease risks in the workplace. The work people do can positively or negatively affect the likelihood of them developing an injury or illness. When it comes to work health and wellbeing the risks factors include physical inactivity and sedentary work, unhealthy eating, harmful alcohol consumption, smoking, obesity and poor mental health.

Why work health and wellbeing is important

Research shows that the design of work can impact the physical and psychological health of a workforce as well as work health, safety and wellbeing outcomes. Workers who suffer from physical or mental health conditions are likely to have higher rates of injury and/or illness, absenteeism and presentism.

Workers who are regularly exposed to hazardous working conditions, physically demanding tasks, high levels of stress and long working hours are more likely to smoke, consume too much alcohol, and have low levels of physical activity and poor

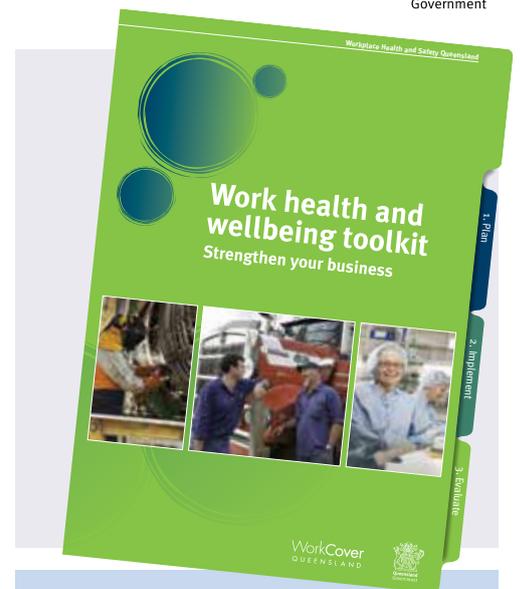
nutrition. These types of behaviours can lead to chronic diseases such as cardiovascular diseases, cancers, chronic obstructive pulmonary disease, diabetes and mental health conditions.

Chronic disease rates are expected to increase significantly which will have an impact on workers and workplace productivity.

The Business Council of Australia has estimated that if chronic diseases were totally eliminated, workforce productivity could increase by 10 per cent. It is estimated that \$2.3 billion could be saved through the reduction of the modifiable chronic disease risk factors as a result of improved workforce participation and productivity.

Use the Work health and wellbeing toolkit. www.worksafe.qld.gov.au/_data/assets/pdf_file/0005/176162/work-health-and-wellbeing-toolkit.PDF

The Healthy Workers team are also delivering free industry workshops in regional areas from September to October 2019. Workshop details can be found at www.worksafe.qld.gov.au/injury-prevention-safety/health-and-wellbeing-at-work/events. ■■



Considerations

- **Work organisation** – the way work is done. This includes systems, policies, procedures, processes, physical and mental demands, work characteristics and the organisational context.
- **Physical environment** – the plant, equipment, materials, vehicles, buildings and structures where the work is performed.
- **Workers** – the physical, emotional and mental capacities and behaviours demonstrated.

For more information visit

www.worksafe.qld.gov.au/injury-prevention-safety/health-and-wellbeing-at-work/get-started-with-addressing-work-health