



# Work Health, Safety and Wellbeing Strategy

2024 – 2026



**ACT**  
Government

# Health, safety and wellbeing is everyone's responsibility.



The health, safety and wellbeing of our people is fundamental to the ACT Government's pursuit of excellence in our service delivery to the ACT Community.

The Work Health, Safety and Wellbeing Strategy 2024-2026 (the Strategy) has been developed to deliver healthy and safe workplaces in the ACT Public Sector (ACTPS). The Strategy is built on our achievements over the last four years following the Work Health, Safety and Wellbeing Strategy 2019 – 2022 (the previous strategy) and provides a pathway to the ACT Government's next steps.

The Strategy continues to focus on the role that good work plays in keeping our people safe by ensuring access to safe work and workplaces, promoting health and wellbeing, and facilitating recovery or supporting people to return to work when injury or illness occurs.

This Strategy and the previous strategy set the ACT Government's approach to whole of government work health, safety and

wellbeing to ensure the ACT Government has consistent safety and wellbeing directions across directorates. This strategy provides action focused direction for our senior leaders, managers, and directorate work health and safety teams to set their directorate work health and safety directions.

Over the past four years, faced with an unprecedented pandemic resulting in a drastic change to the way we service the community, the ACTPS has established a solid foundation of work health, safety and wellbeing.

Moving forward, the Strategy will consolidate what we've gained whilst honing our vision for a healthy and safe ACTPS.

We recognise that work health, safety and wellbeing requires performance at many levels, and so will continue to work to the focus areas

identified in the previous strategy. Each of these focus areas have a goal, activities, and measures of success to help focus our actions and achieve success.

Recognising the increasing need to be proactive in our approach to managing the psychosocial health and safety of our workforce, we have strong focus on psychosocial risks and actions to support our workplace throughout the strategy.

Work health, safety and wellbeing is everyone's responsibility. ACTPS workers can influence a positive work health, safety and wellbeing culture at every level of the business and we encourage all our people to take ownership of that responsibility, to help keep our workforce safe, and to continue serving the ACT community.

## Objectives



Prevent harm



Promote health, safety and wellbeing



Support people to participate in work

## Who we are



27,000+ people



8 directorates

## Focus

- 1 Leaders
- 2 Managers
- 3 People
- 4 Systems
- 5 Work

## Key deliverables



New WHS incident reporting system



Six monthly reporting to strategic board



Understand our psychosocial risk profile

	Our senior leaders	Our managers	Our people	Our systems	Our work
Goal	Our senior leaders are accountable for work health, safety and wellbeing performance.	Our managers actively pursue good work in their business and for their teams.	Our people participate fully and perform at their best in workplaces that are safe and promote health and wellbeing.	Our WHS systems enable us to proactively identify and manage work health, safety and wellbeing risks.	Our work is planned and designed to enable us to work well, productively and safely.
What success looks like	<p>Safety leadership and values drive WHS performance in our workplaces.</p> <p>Our leaders</p> <ul style="list-style-type: none"> <li>know the work health and safety risks in their business</li> <li>prioritise and resource work health and safety; and</li> <li>visibly and actively champion a culture that promotes health, safety and wellbeing at work.</li> </ul> <p>Our workplaces demonstrate positive safety cultures where people are safe and feel supported to participate fully.</p>	<p>Managers protect, promote and support health, safety and wellbeing by</p> <ul style="list-style-type: none"> <li>managing risks</li> <li>creating safe and healthy workplaces; and</li> <li>promoting initiatives that improve WHS and wellbeing.</li> </ul> <p>In pursuing good work, managers create environments where:</p> <ul style="list-style-type: none"> <li>work is satisfying</li> <li>work matches skills and abilities</li> <li>behaviour is respectful</li> <li>there is communication and consultation with workers and feedback is actively sought</li> <li>safety is valued; and</li> <li>ill and injured employees are supported to recover and use work as part of their recovery.</li> </ul>	<p>Our people are supported and empowered to be responsible for their own health, safety and wellbeing at work.</p> <p>Our people</p> <ul style="list-style-type: none"> <li>engage in communication and consultation about work health and safety risks</li> <li>contribute to safety in their workplace and are confident to raise concerns to see improvements in safety</li> <li>use WHS and wellbeing information, resources, and tools to promote the safety and wellbeing of themselves and others</li> <li>know how to report hazards and incidents</li> <li>participate in early intervention approaches to prevent injury or illness</li> <li>are supported early to return to work and use work as part of their recovery when they are ill and injured.</li> </ul>	<p>Our WHS ICT and business systems embed good and safe work by being:</p> <ul style="list-style-type: none"> <li>fit for purpose</li> <li>user centred and easy to use; and</li> <li>tailored to the risks of the work and the needs of the workforce.</li> </ul> <p>Our systems support us to understand and manage our health and safety risks, reduce injury and illness and support our ill and injured employees to return to work.</p> <p>Our people routinely use the incident and risk reporting system to capture all incidents that impact their health and safety.</p>	<p>The health, safety, and wellbeing of our people and those who use our services is considered when we:</p> <ul style="list-style-type: none"> <li>make decisions</li> <li>design and deliver policy and services</li> <li>organise our resources; and</li> <li>arrange and manage the work of our teams.</li> </ul>
How it will be achieved	<p>We will:</p> <ul style="list-style-type: none"> <li>Establish a six-monthly whole of government WHS performance report to understand risks and drive improvements in health, safety and wellbeing performance.</li> <li>Build the capability of our leaders to fulfil their WHS obligations through a targeted training program.</li> </ul>	<p>We will:</p> <ul style="list-style-type: none"> <li>Develop and deliver a manager WHS support program to develop their capability and provide the tools and resources they need to lead good work in their business.</li> <li>Design and deliver approaches that support managers to intervene early and support work as part of recovery when illness or injury occur.</li> </ul>	<p>We will:</p> <ul style="list-style-type: none"> <li>Design and deliver approaches that provide workers the ability to contribute to their work health, safety, and wellbeing.</li> <li>Continue to develop and deliver early intervention programs and work rehabilitation services to support workers to use work as part of recovery when illness or injury occur.</li> </ul>	<p>We will:</p> <ul style="list-style-type: none"> <li>Implement a new WHOG work incident reporting and risk system.</li> <li>Develop and deliver supporting resources that promote and enable the reporting of physical and psychosocial incidents and hazards.</li> <li>Implement programs to monitor and review our WHS performance tailored to our risks.</li> </ul>	<p>We will:</p> <ul style="list-style-type: none"> <li>Identify options to ensure safety is considered at all stages of work and service design.</li> <li>Understand our risks to inform our design of work.</li> </ul>
Activities	<ul style="list-style-type: none"> <li>Develop a reporting and assurance framework to set performance measures, gather evidence and data on WHOG WHS performance and provide accessible and transparent reporting on performance.</li> <li>Scope, develop and deliver a leadership WHS and wellbeing capability development program.</li> </ul>	<ul style="list-style-type: none"> <li>Gather the literature evidence, experience and data to understand manager capability and needs to implement good work and manage WHS risks in their business.</li> <li>Develop and deliver a manager training program.</li> <li>Develop resources to provide information, tools, and resources for managers to prevent harm and manage WHS risks, promote health through good work and support ill and injured employees to return to work and use work as part of their recovery.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and deliver risk training to enable our workforce to identify and respond to WHS risks.</li> <li>Build anonymous reporting capability into new incident reporting system.</li> <li>Implement a whole of government approach to assessing psychosocial risk.</li> <li>Develop and implement supports to promote psychosocial health and safety and supports when illness or injury occurs.</li> </ul>	<ul style="list-style-type: none"> <li>Implement a new incident reporting system.</li> <li>Develop the tools and resources to support our workers and workplaces to use the new incident reporting system.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and promote tools and resources to support safety in good work design.</li> <li>Utilise our experience, data and the literature evidence to inform the development and delivery of a program of work to assess and manage psychosocial risks in our workplaces.</li> </ul>
Deliverables	<ul style="list-style-type: none"> <li>Six monthly WHoG WHS performance report.</li> <li>WHS and wellbeing leadership program.</li> </ul>	<ul style="list-style-type: none"> <li>Manager support program.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of WHS risk in work embedded into WHS training.</li> </ul>	<ul style="list-style-type: none"> <li>Whole of government new work incident reporting system.</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive program for managing psychosocial risks.</li> </ul>



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