

# ANZSOM 2011

## The Challenge: A Healthy and Safe Workplace

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# The Challenge: A Healthy and Safe Workplace

- A Multidisciplinary approach
  - What is broken
  - Major paradigm shift
- New Developments
  - Options for next 25 years
  - Focus on education

# Multidisciplinary approach

## What's Broken

- Mixed or lack of goals
- Working in silos
- Delayed negative effects
- Lack of liability
- Low priority (funding)

= poor outcomes

# Multidisciplinary approach New Paradigm

- Multidisciplinary
- Govt, employer, employee, providers
- No wrong door, shared priorities
- Appropriate behaviours: outcome focused
- **Matrix model!**

# Multidisciplinary Aspirations

- Industry Employers: goals
  - Make a living
  - Stay well
  - Everyone goes home safely
- Workers being part of the solution: goals
  - Make a living
  - Stay well
  - Everyone goes home safely
- H&S Providers, trainers and managers: goals
  - Make a living
  - Stay well
  - Everyone goes home safely

# Changing Beliefs

- Education
  - *"Give me a child before the age of 7...."*
- Role of Laws, Regulations, Enforcement

# No Quick Fix: Change by..

- Training and Qualification of professionals
  - 5-15 years

## V

- Population Beliefs  
(change internal assumptions)  
25 years?

# Whew...this stuff's not easy then

- Beliefs
  - Internal assumptions
  - Influence attitudes
- Values
  - Traits or qualities
- Attitudes
  - A construct which creates expectations
  - Influenced by beliefs and behaviours
- Behaviours
  - Reality
  - Assumptions are based on behaviours
  - through inference influences our actions

# Culture

