



RTW Matters April Webinar: Implications for the Health Benefits of Good Work in the era of COVID-19

Keith Govias | 28th April 2020



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Agenda



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1. Overview of Health Benefits of Good Work (HBGW)
2. Is there a change with COVID-19?
3. Supporting those who can work from home
 - ✓ Communication
 - ✓ Job design
4. Implementing workplace protective measures for essential services workers
5. How to keep supporting injured workers while meeting COVID-19 restrictions



Overview – Health Benefits of Good Work (HBGW)

Health Benefits of Good Work

- The Health Benefits of Good Work (HBGW) is an initiative from the Australian Faculty of Occupational and Environmental Medicine (AFOEM) of the Royal Australasian College of Physicians (RACP)
- The initiative is based on Australasian and International evidence that good work is beneficial to people's health and wellbeing and that long-term absence, work disability and unemployment generally have a negative impact on health and wellbeing



HBGW Consensus Statement

https://www.racp.edu.au/docs/default-source/advocacy-library/afoem-realising-the-health-benefits-of-work-consensus-statement.pdf?sfvrsn=baab321a_14

Key Points:

- **Good work**
 - **Long-term absence is harmful**
 - **Means of reducing poverty and social exclusion**
- The provision of **good work** is a key determinant of the health and wellbeing of employees, their families and broader society.
 - **Long term work absence**, work disability and unemployment may have a **negative impact on health and wellbeing**.
 - All workplaces should strive to be both healthy and safe.
 - Providing **access to good work** is an **effective means of reducing poverty and social exclusion**.
 - With active assistance, many of those who have the potential to work, but are not currently working, can be enabled to access the benefits of good work.
 - Safe and healthy work practices, understanding and accommodating cultural and social beliefs, a healthy workplace culture, effective and equitable injury management programs and positive relationships within workplaces are **key determinants of individual health, wellbeing, engagement and productivity**.
 - **Good outcomes are more likely when individuals understand, and are supported to access the benefits of good work** especially when entering the workforce for the first time, seeking re-employment or recovering at work following a period of injury or illness.



HBGW Consensus Statement



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<https://www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work>

Evidence-based messages:

- **Good work is a therapeutic intervention, it is part of treatment**
- **Staying away from work may lead to depression, isolation and poorer health, and**
- Employer-supported, early return to work helps recovery, prevents de-conditioning and helps provide workers with appropriate social contacts and support mechanisms.
- Practical ways of assisting workers back to employment and optimum functioning include:
 - **Recommending a graduated increase in activity and setting a timeline for return to work where practicable**
 - Talking to the medical provider (preferably while the patient is with them), especially about how to modify the workplace and work duties to allow return to work
 - Collaboratively identifying obstacles and solutions in the workplace, and
 - Identifying possible sources of support, including family members, co-workers and relevant government services.

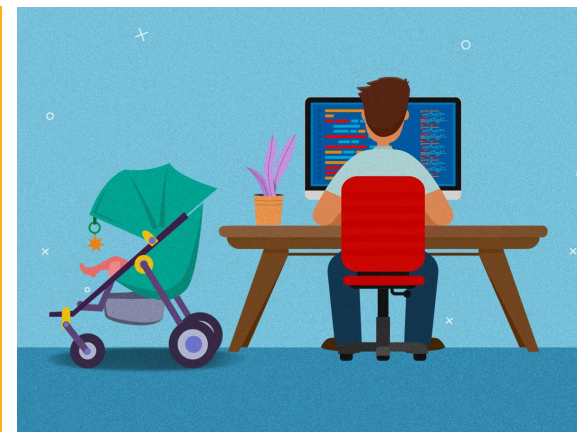
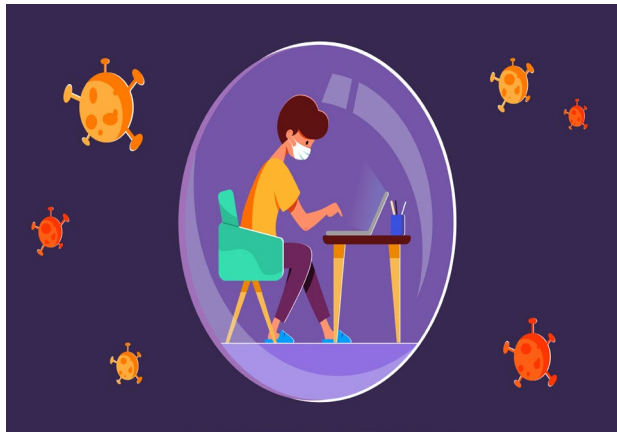




HBGW – Are there changes?

Factors considered:

- Staying at Work
- Designing Good Work
- Work as a means of preventing deconditioning



Images accessed via:

https://miro.medium.com/max/15362/1*ixnxttq64w-rguf2GxyoOA.png

<https://www.psychologicalscience.org/redesign/wp-content/uploads/2020/03/GettyImages-1206354421.jpg>

<https://etimg.etb2bimg.com/photo/74642761.cms>





Supporting those who can work from home

Factors considered:

- Communication
- Job design for “good work”



Images accessed via:

<https://i.ytimg.com/vi/gDFdHnkohLg/maxresdefault.jpg>

Lancet citation:

Lancet 2020; 395: 912–20, Published Online, February 26, 2020, [https://doi.org/10.1016/S0140-6736\(20\)30460-8](https://doi.org/10.1016/S0140-6736(20)30460-8)





Workplace measure for essential workers

Factors considered:

- Elimination of task / Engineering physical distancing
- PPE / Hand hygiene and cleaning routines



Images accessed via:

https://image.freepik.com/free-vector/happy-doctor-team-holding-board-covid-19-quotes-we-stay-work-you-you-stay-home-us-covid-19-coronavirus-outbreak_40453-1862.jpg

Royal College of Physicians citation

https://www.racp.edu.au/docs/default-source/default-document-library/covid-19/racp-guidance-for-occupational-physicians-providing-advice-on-covid-19.pdf?sfvrsn=bdcde81a_2

<https://www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work/hbgw-resources>

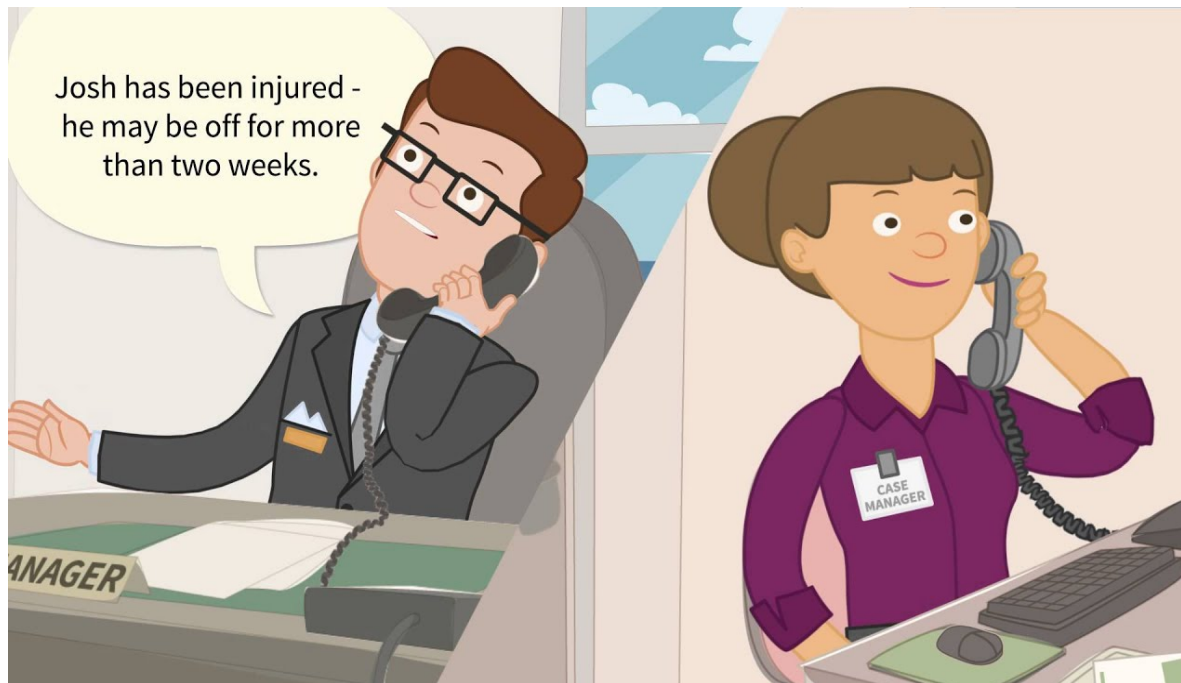




Keep supporting injured workers

Factors considered:

- More frequent engagement with injured workers and Case Managers
- Be proactive – think about and propose graduated RTW plans
- Collaborate on strengthening and conditioning programs to clearly outline goals for rehab



Images accessed via:
<https://i.ytimg.com/vi/070jmzcGffc/maxresdefault.jpg>

Want to become a Signatory?



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Come join a growing number of organisations in promoting the health benefits of good work!

It's easy and there's no charge!

Go to: <https://www.racp.edu.au/advocacy/division-faculty-and-chapter-priorities/faculty-of-occupational-environmental-medicine/health-benefits-of-good-work/hbgw-signatory>

OR via our linked in page: <https://www.linkedin.com/company/hbgw>

Register now to become a Signatory!

Join the 300+ (and growing!) employers, regulators, insurers, self-insurers, government departments, unions, professional and industry associations across Australia and New Zealand in becoming a Signatory to the Health Benefits of Good Work Consensus Statement.

Why should your organisation register as a Signatory?

LEAD Be seen as an employer of choice – a leader in promoting healthy work practices and workplaces from within your organisation and across your sector.

GROW Be successful into the future – organisations will need to move beyond legislative requirements and embrace inclusive employment practices. More than ever, employers have greater social influence and responsibility.

RESEARCH Benefit from access to the latest evidence, current practices and innovation from researchers and employer groups as well as expertise of other HBGW signatories across Australia and New Zealand.

NETWORK Be part of a network of like-minded representatives of organisations with whom you can share information, challenges and experience.

Want to know more about the HBGW Campaign?
[Click here](#)

Any questions?
Contact:
ANNE CHERRY
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Ready to register?
[Click here](#)

We look forward to seeing your organisation's name on the Signatories List!
Have look at who is already a Signatory:
[Click here](#)
(scroll down the page)



Thank you!!!!

Questions – Keith Govias
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