



# South Australian Workplace Health and Wellbeing Charter

**Supporting SA  
workplaces to thrive**

[healthyworkplaces.sa.gov.au](https://healthyworkplaces.sa.gov.au)



**Healthy, safe and thriving businesses and organisations can have a significant positive impact on the people and economy of South Australia. A safe and healthy workplace leads to greater productivity outcomes, fewer work-related injuries and illnesses, and improved health and wellbeing outcomes for workers. Good, safe and meaningful work is a positive contributor to the physical and mental health and wellbeing of all South Australians including workers, their families and communities.**

## **The state of health and wellbeing in South Australian workplaces**

Current data highlights the rise in health and wellbeing issues facing workplaces. Ninety seven percent (97%) of working South Australians report at least one chronic disease risk factor with 83% reporting multiple risk factors.<sup>1</sup> Additionally, just over one quarter of South Australian workers have experienced a mental health condition such as depression or anxiety.<sup>2</sup> In South Australia, the cost of work-related injury and illness is an estimated \$5 billion per year.<sup>3</sup> These trends have a significant impact on the productivity and performance of workplaces, on the health system and on the economy.

## **A shared vision for change**

### **VISION STATEMENT**

#### **South Australia – the state of healthy, safe and thriving workplaces**

All signatories recognise the opportunity to build a more comprehensive and proactive state-wide strategy for workplace health, safety and wellbeing in South Australia. This will require effective management of work-related risks to physical and mental health and safety, the provision of good work, and workplaces that promote health. Improving workplace physical and mental health, safety and wellbeing requires system-wide and long term sustainable change.

This Charter outlines the commitment of signatories to contribute to this vision, supporting a shift from a culture of compliance to a culture of care.

## **Commitment of Partners**

The *South Australian Workplace Health and Wellbeing Charter* has been co-designed by representatives from government and non-government organisations with expertise in health promotion, work health and safety, workers compensation, research and the needs of business and industry both large and small. Through the establishment of a *Collaborative Partnership for Workplace Health and Wellbeing in South Australia*, representatives from these sectors have come together to work towards system-wide change and a more cohesive support system for South Australian workplaces.

The Charter represents a commitment to working collaboratively towards improving workplace health, safety and wellbeing across South Australia.

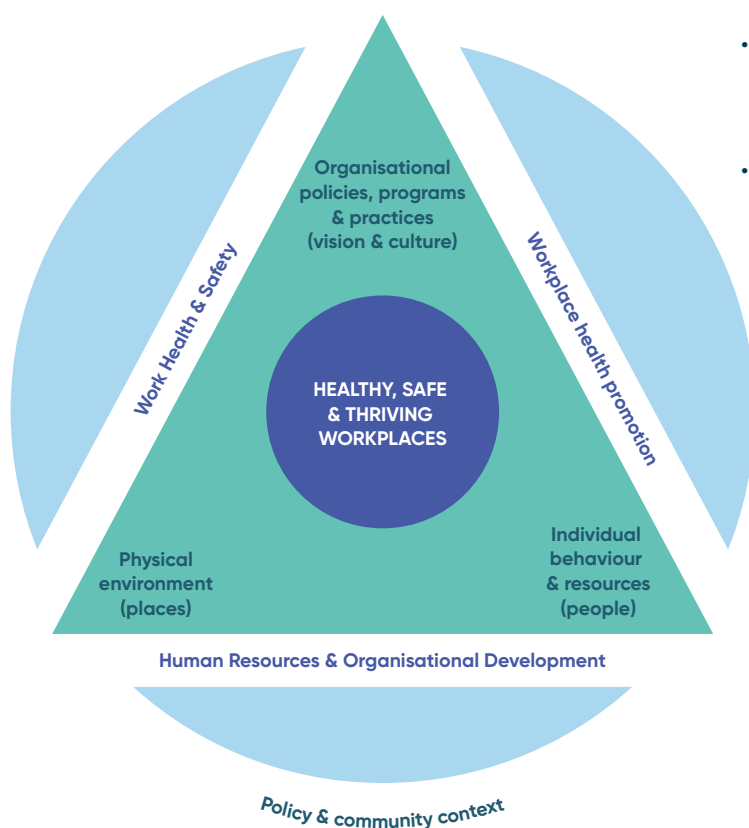
## Definitions

The following are shared definitions agreed by the charter signatories:

- A **healthy working environment** is characterised by one in which there is not only an absence of harmful conditions (that can cause injury and illness) but an abundance of health-promoting ones.<sup>4</sup>
- South Australia will promote an **integrated approach to work health, safety and wellbeing**. This approach is where Work Health and Safety, Human Resources, Organisational Development and Health Promotion policies, programs and practices are integrated to advance worker wellbeing.<sup>5</sup>

## Framework for healthy, safe & thriving workplaces

The following framework illustrates the key elements of workplace health, safety and wellbeing in South Australia:



## Guiding principles

Charter signatories will use the following principles to guide action:

- Supportive leadership across all levels (state and workplace)
- Involvement and engagement from workers including committed advocates and champions
- Tailored approach to industry and workplace size
- A balanced focus on both physical and mental health in the workplace
- A foundation of a positive safety culture and safe working conditions
- Integration of Work Health and Safety, Human Resources, Organisational Development and Health Promotion approaches
- Utilisation of a mix of strategies inclusive of organisational, environmental and individual factors
- Allocation of sufficient resources
- Long term commitment to promote sustainability of programs, strategies and outcomes
- Continual improvement based on monitoring and evaluation processes.

## Signatories of this Charter commit their Organisation to work in partnership to:

- 1 Advocate for the importance of supporting healthy, safe and thriving workplaces in South Australia**
- 2 Build a more holistic, coordinated and proactive system to support workplaces and workers**
- 3 Use shared language and messaging about workplace health, safety and wellbeing in South Australia consistent with the Charter**
- 4 Support solutions to increase the capacity and capability of South Australian workplaces to improve workplace health, safety and wellbeing**
- 5 Maximise efforts and leverage resources to better support South Australian workplaces**
- 6 Consider how the legislative and political environment can best support the system that influences health and wellbeing in the workplace**
- 7 Support the translation of workplace health, safety and wellbeing evidence and research into practice.**

1. South Australian Population Health Survey (2019)

2. South Australian Population Health Survey (2019)

3. Cost of injury and illness by state and territory 2012-13. Available at <https://www.safeworkaustralia.gov.au/statistics-and-research/statistics/cost-injury-and-illness/cost-injury-and-illness-state-and>

4. World Health Organisation (2010) Healthy workplaces: a model for action For employers, workers, policy-makers and practitioners, World Health organisation

5. Franklin and Pearson, Total Worker Health, 2nd International Symposium to Advance Total Worker Health, May, 2018

AGREED TO BY THE COLLABORATIVE  
PARTNERSHIP FOR WORKPLACE HEALTH  
AND WELLBEING IN SOUTH AUSTRALIA



Government of  
South Australia

TREASURER

MINISTER FOR INNOVATION  
AND SKILLS

MINISTER FOR HEALTH  
AND WELLBEING



BUSINESS SA



Government of South Australia  
Department for Innovation and Skills

DEPARTMENT FOR INNOVATION AND SKILLS



Government of South Australia  
Office of the Commissioner  
for Public Sector Employment

OFFICE OF THE COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT



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SA UNIONS

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