

## HEALTH AND WELLBEING STRATEGY 2022-2026

**State Library is actively committed to partnering with all employees to build a diverse, capable and confident workforce by prioritising the health and wellbeing of our people.**

State Library of Queensland has a workforce with diverse health and wellbeing needs. As an organisation, we are demonstrating our long-term commitment to the health, safety, and wellbeing of our workforce by delivering frameworks, programs, and services to enhance the health and wellbeing of our people.

A safe and healthy work environment requires the active participation of the State Library workforce. We will achieve this by ensuring that the health and wellbeing of our workforce is our highest priority. We will proactively engage with our workforce to identify, support and promote a range of health and wellbeing initiatives.

The Health and Wellbeing Strategy will provide guidance that nurtures a health and wellbeing culture. Our leaders will support and encourage our workforce to take a positive and proactive health and wellbeing approach to our day-to-day operations. Our focus will be to build systems and processes that will enable a preventative approach to protect our workforce from avoidable physical and psychological harm.

### ACKNOWLEDGEMENT OF COUNTRY

State Library of Queensland acknowledges Aboriginal and Torres Strait Islander people and their continuing connection to land and as custodians of stories for millennia. We are inspired by this tradition in our work to share and preserve Queensland's memory for future generations.

### PURPOSE

The purpose of the strategy is to:

**Protect** our workforce from physical and psychological harm by providing the necessary resources and tools to identify hazards and manage risk in an effective and proactive manner.

**Build** the capacity and knowledge of our workforce so that they can respond to and effectively manage work health, safety and wellbeing issues on an ongoing basis.

**Promote** good and effective health and wellbeing by reinforcing this mindset as the way we do business at State Library.



## OBJECTIVES

A **leadership** cohort that are visible and proactive champions for improving and embedding health and wellbeing in the workplace.

A **work environment** where staff have the skills and resources to embed a mature health and wellbeing mindset while ensuring legislative compliance.

A workplace **culture** that is inclusive, culturally safe and healthy and makes the health and wellbeing of our workforce a priority.

**Work design** that provides opportunities for integrating health and wellbeing practices.

## FOCUS AREAS



### LEADERSHIP

Deliver learning opportunities to empower and embed health and wellbeing leadership.

Engage early intervention strategies for improved staff wellbeing outcomes.

Evaluate health and wellbeing outcomes through improved reporting and monitoring.

Establish clear standards of behaviour and take action to respond to all forms of racism, discrimination, bullying and violence through zero tolerance, early intervention and building capability.



### WORK ENVIRONMENT

Review existing systems to identify and assess risks that adversely affect health and wellbeing.

Adopt and implement effective risk management systems to ensure the State Library provides a safe space for everyone.

Encourage healthy behaviours and activities that contribute to the reduction of chronic disease.

Embed cultural safety and diversity into all aspects of the organisation.



### CULTURE

Develop and deliver evidence-based initiatives that encourage and enhance health and wellbeing.

Develop a suite of resources, tools and events that empowers our workforce to take ownership of their health and wellbeing.

Improve communication and proactive incident reporting to identify and control physical and psychological workplace risks.

Integrate health and wellbeing strategies and initiatives into annual performance plans.



### WORK DESIGN

Nurture a mindset of continuous improvement and good work design by considering systems, processes and the work environment.

Utilise health and wellbeing performance data and other health and safety practices to influence and evaluate effective work design.

Establish a reporting program to evaluate the effectiveness of health and wellbeing activities and identify opportunities.

Achieve cultural safety and diversity through inclusive policy, procedures and practices.