

# Health and safety priority work program

## Leadership commitment

The health, safety, and wellbeing of our people, communities, and workplaces is critical. We strive to be free from harm and injury, both physical and psychological. We are committed to taking a focused and strategic approach to achieving impactful and sustained changes.

The Water Services Association of Australia (WSAA) is committed to helping achieve a step change in the industry's health and safety performance. We are committed to taking a focused and strategic approach to achieving impactful and sustained change. Organisations that work in or with the water industry face similar health and safety forces of change.

This is irrespective of where they may be on their health and safety journey and applies now and into the future. In order to create a step change in our industry, and to demonstrate our commitment to health and safety, we have developed the following guidance documents to drive the future of health and safety in the water industry across Australia.

## Improving health and safety culture and performance

The water industry **Health and Safety Maturity Model** is a model that has been developed to positively direct the way organisations approach health and safety in the water industry.

Developed through collaboration with WSAA members, their delivery partners and other key stakeholders, the model contains a set of eight principles identified as fundamental to advancing the maturity of the water industry.

Supporting this, a maturity model has been defined that considers the diverse operating contexts of the water industry, outlines the different stages of maturity present in the industry against each principle, and stretches beyond the current state to what could be considered leading.

## Maturity model

The maturity model considers the diverse operating contexts of the water industry, and outlines the different stages of maturity present in the industry against each principle, stretching beyond the current state to what could be considered leading.

### Three stages of maturity

		LEADING
		Significant evidence that all described systems or practices are present and are aligned or integrated with other areas of the business with a view to continue to improve and innovate health and safety performance
	PROGRESSING	Consistent evidence that a positive portion of the described systems or practices are implemented
MINIMUM		
Some evidence and an inconsistent application of the described systems or practices		

## Health and safety principles

<p><b>1</b> <b>Demonstrate leadership commitment</b></p> <p>Define and live health and safety leadership through communication of vision, commitment and authentic engagement</p>	<p><b>2</b> <b>Establish clear governance and accountability</b></p> <p>Establish strong governance accountability and protocols for health and safety at the board and leadership level, and define health and safety responsibilities throughout the organisation, including delivery partners</p>	<p><b>3</b> <b>Facilitate open and honest communication</b></p> <p>Have open and honest communication and disclosure on health and safety matters at all levels of the organisation, with delivery partners, and other stakeholders</p>	<p><b>4</b> <b>Ensure effective systems and structures</b></p> <p>Ensure appropriate systems and structures are designed to inform and enable effective decisions</p>
<p><b>5</b> <b>Strengthen partnerships and relationships</b></p> <p>Promote strong partnerships with delivery partners and other stakeholders</p>	<p><b>6</b> <b>Promote a culture that supports health and safety</b></p> <p>Promote a culture of engagement and trust and through actions, strive to be free from harm and injury, both physical and psychological</p>	<p><b>7</b> <b>Drive innovation and improvement</b></p> <p>Empower people to consider new and better ways to work</p>	<p><b>8</b> <b>Advance health and safety risk management</b></p> <p>Ensure that adequate and effective risk management processes and practices are in place to identify and control risks</p>

## Self assessment tool

The intent of the tool is to identify strengths and opportunities for improvement within the eight principles.

<b>1</b> Demonstrate leadership commitment	MINIMUM
<b>2</b> Establish clear governance and accountability	MINIMUM
<b>3</b> Facilitate open and honest communication	PROGRESSING
<b>4</b> Ensure effective systems and structures	PROGRESSING
<b>5</b> Strengthen partnerships and relationships	LEADING
<b>6</b> Promote a culture that supports health and safety	LEADING
<b>7</b> Drive innovation and improvement	LEADING
<b>8</b> Advance health and safety risk management	PROGRESSING

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## Mental health framework

The Mental Health Framework has been developed in collaboration with WSAA members and their delivery partners to improve the mental health of workplaces in the water industry. The framework contains practical actions and examples of case studies, and outlines a pipeline which should be tailored to the organisation and implemented to drive better practice.



We strive for a culture that embodies safety such that we, as an industry, are supported to be free from harm and injury, both physical and psychological

## The pipeline

The pipeline provides a high level overview of actions an organisation may consider, in order to influence a mentally healthy workplace. The actions link back to the eight key areas of this framework. The pipeline provides general guidance around the order in which actions could be implemented. It was developed considering the water industry stressors, strengths, opportunities, and current actions.



### Measurement of progress

It is important to measure and evaluate performance via both qualitative and quantitative measures, potential indicators are specified in the framework.

### Collaboration

Collaboration within the industry can and should be leveraged to improve the implementation and efficacy of programs.

All organisations are responsible for providing a mentally healthy workplace

