

2021-23

Health, Safety and Wellbeing Strategy

01

A note from our CEO

At IBAC we are working hard to provide a healthy and safe environment for team members and to make sure wellbeing is front of mind when we interact with the community and the public sector.

Our work is challenging and important – we expose public sector corruption and police misconduct. We front up to this mission every day because we all want a public service that acts in the best interests of Victoria, and to do this we need a physically healthy and psychologically safe workplace.

I'm proud to launch this *Health, Safety and Wellbeing Strategy*, which builds on strong foundations to drive a safety-conscious culture. This Strategy highlights the importance of leaders championing our values and promoting our focus on mental health and wellbeing.

It also recognises that safety is everyone's business – we all need to look out for each other, co-operate and comply to occupational health and safety workplace practices, speak up and report risks and incidents.

We will implement this Strategy over the next three years, and look forward to celebrating improvements in health, safety and wellbeing during that time.

I believe the best is yet to come at IBAC. What we've achieved since our inception less than a decade ago is impressive. Building strong cultures of integrity across the public sector requires patience and strength. To do this, we will continue to evolve the way we work and make sure that every person we work with feels safe and supported.



Marlo Baragwanath
Chief Executive Officer

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Making sure safety is everyone's business

In a supportive and strong safety culture, all people in the organisation understand, accept and highlight health, safety and wellbeing.

The Occupational Health and Safety Act (2004) (OHS Act) outlines the responsibilities of employers and employees to work towards eliminating health and safety risks. It also includes taking reasonable care for the health and safety of those who may be affected by your actions or omissions in the workplace.

That's why our Strategy centres on the health and safety of our colleagues, as well as every other person we interact with, whether that's a community member or someone else from a public sector organisation.

All employees are required to identify, and report occupational health and safety (OHS) risks including occupational violence, psychological injury, near misses or injury. As an employer, IBAC has a responsibility under the OHS Act and *Equal Opportunity Act 2020* to provide a safe working environment and eliminate (as far as possible) discrimination, sexual harassment and victimisation within their workplace.

This Strategy is a pathway to improving health and wellbeing in the organisation. Under the Strategy, we will build trust in the organisation so that all team members feel comfortable to speak up to enable the correction of unsafe practices or behaviour, and report near misses, incidents or accidents.

A comprehensive program

We provide a range of programs to improve team members' lifestyle choices and health. When team members take part in these programs, they can expect improved:



Health awareness and knowledge



Professional work relationships



Productivity and concentration



Physical and mental wellbeing and resilience



Enjoyment and fulfilment in their work



Quality of work/life balance

Our health and wellbeing events include:



OHS and first aid training



Financial health seminars



Mental health activities, webinars and seminars



Flu vaccinations



Health and skin checks



Tailored and targeted risk management programs



Workplace support
Crisis and counselling services through the Employee Assistance Program






A flexible and safe workplace

While we have supported workplace flexibility for some time, the COVID-19 pandemic forced most team members to work from home for extended periods of time. We know that flexible work supports a more inclusive workplace, enabling team members to manage personal and family commitments and, ultimately, their health and wellbeing. Our new hybrid working arrangements support these benefits but also cause us to broaden our safety lens. Ensuring all working environments are healthy and safe is a key focus for us.

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Putting safety ideas into action

Our Strategy identifies five priorities to help achieve a healthy and safe workplace:

#		Priority	Initiatives include:
1		Defining, evaluating and planning to address shared challenges	<ul style="list-style-type: none">• identify key OHS risks• monitor and calibrate the OHS risk profile to identify emerging risk and improve practice
2		Building and promoting OHS leadership	<ul style="list-style-type: none">• embed a consistent and targeted OHS communication strategy• enhance monitoring and reporting
3		Fostering a safety culture through inclusion, ownership and accountability	<ul style="list-style-type: none">• build OHS capacity and ensure a safety lens is applied to the way we work• enhance OHS committee structure and capacity
4		Establishing targeted and tailored risk management programs aligned to key risks	<ul style="list-style-type: none">• prioritise key OHS risks• design risk controls and safe work systems
5		Implementing systems, governance, compliance and assurance for continuous improvement	<ul style="list-style-type: none">• put in place systems, policies and procedures to manage risk• evolve reporting systems to report hazards and implement lessons learned

These priorities are supported by a detailed OHS action plan with clear targets and measures. The action plan is expected to take three to five years to complete.

Progress on these actions will be tracked and reported quarterly across the organisation. The Strategy itself will be evaluated at the end of each financial year, along with OHS key performance indicators.

04

Embracing government frameworks

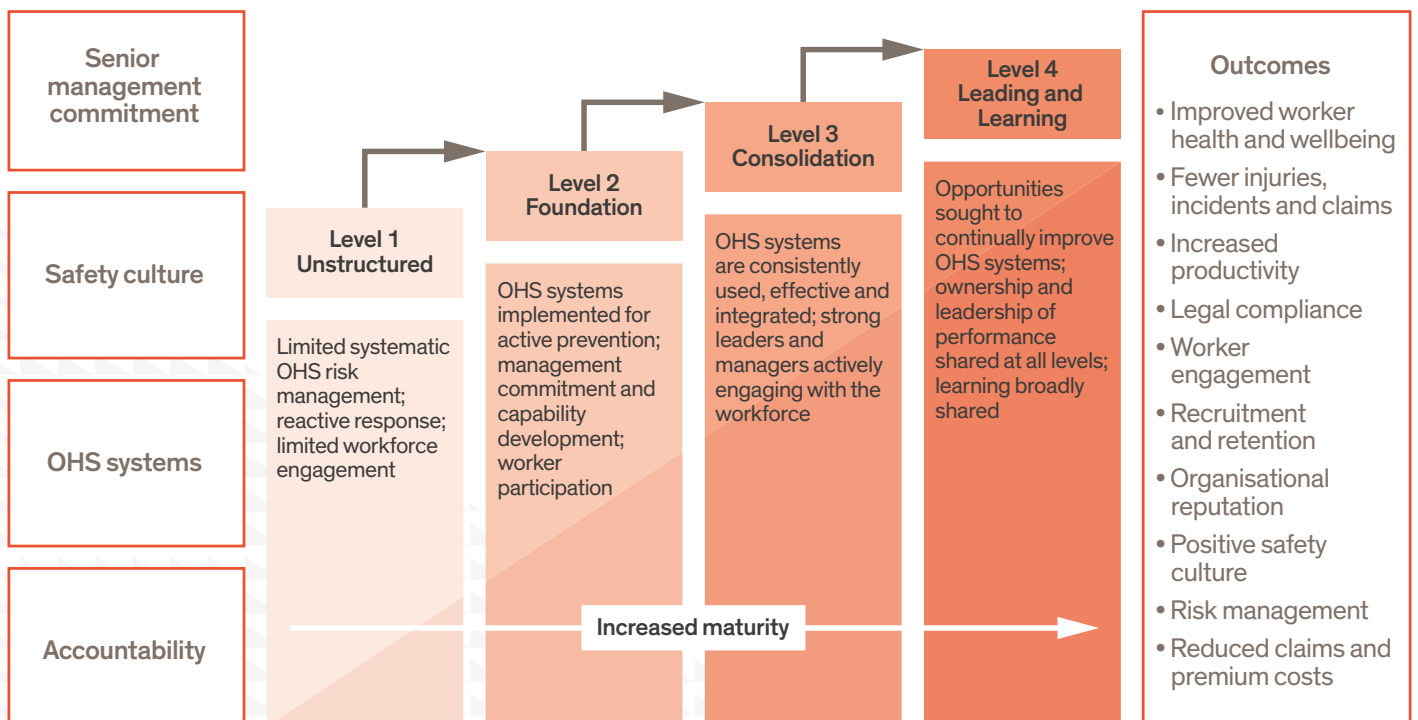
Leading the Way

Our Strategy aligns with the Victorian Public Sector Commission’s (VPSC) vision of an engaged public sector that is mentally and physically safe, so it can meet community needs. The VPSC *Mental Health and Wellbeing Charter: Leading the Way* outlines the public sector’s commitment to:

- a holistic and inclusive approach to health and safety
- promoting positive mental health and wellbeing
- preventing and responding to occupational violence and aggression.

In applying this framework over the next three years, we will mature OHS performance, governance structures and organisational safety culture.

Figure 1: *Leading the Way* framework



Embracing government frameworks (continued)

People Matter survey

Each year we participate in the VPSC People Matter survey to assess team members' perceptions of how well VPS values and employment principles are applied. Feedback from the survey provides insights into the health and wellbeing of our team members.

The survey framework highlights the many and varied touch points that create a thriving and safe organisation. Over the next three years, we will improve how we monitor and track team members' perceptions using People Matter survey data and drive a safety-first culture where our organisation and employees can flourish.

Figure 2: VPSC People Matter survey – theoretical framework

