



Health and wellbeing

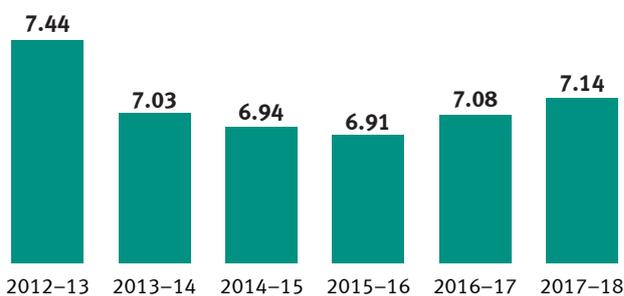
On average, sector employees accessed 7.14 days of annual sick leave.

The sector average for number of days of sick leave taken by employees has remained largely constant over the past five years.

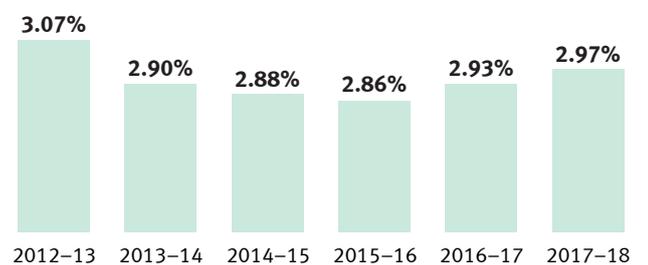
Factors affecting a slight increase in the last two years may include the record-breaking 2017 Queensland influenza epidemic, where the number of confirmed cases of influenza recorded across the state was more than three times the previous five year average.

To minimise the costs and the impacts of illness and disease on the workforce, the sector is committed to an increased focus on employee wellness and better individual health.

Average full-time sick leave days taken per employee



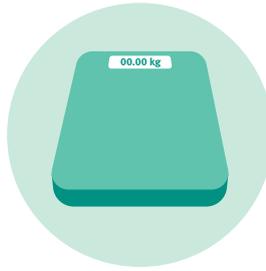
Sick leave cost as a proportion of total salary costs



Our employees' lifestyle habits:



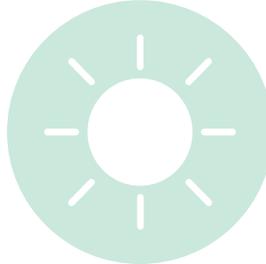
8.4%
currently smoke, compared
to 11.7% of other working
Queenslanders



35.7%
in a healthy weight range,
compared to 38.2% of others



64.7%
sufficient physical activity
compared to 63.6% of others



65.1%
sunburnt in past 12 months
compared to 63% of others

Sector employees have healthy lifestyle habits, but could be even better to drive improved health and wellbeing.

In 2018, the annual Queensland Health [Adult preventative health survey](#) reported data on public sector respondents for the first time. The results provide a snapshot of lifestyle factors, and among other things, compare public sector respondents to other working Queenslanders.

Public sector respondents indicated on average, positive behaviours relating to smoking, alcohol consumption and levels of physical activity. At the same time, respondents were less likely to be of a healthy weight and more likely to have experienced sun damage to their skin.

Reducing risk in these key lifestyle areas is an important step towards limiting the impact of chronic disease and illness on the public sector workforce.



Our employees' perceptions:



49%
consider employee wellbeing is
a priority for their organisation
(new measure)



62%
recognise their workplace culture
supports people to achieve a good
work/life balance (**61% in 2015**)



50%
believe their senior leaders clearly
considered employee wellbeing
to be important (new measure)



58%
are using flexible work
options (**41% in 2015**)



40%
have positive perceptions
of workload and health
(**38% in 2015**)

Over the past three years, the sector has been purposeful in focusing on employee wellbeing, as critical to sustaining healthy, high-performing employees and organisations.

Employee perceptions indicate that a solid foundation has now been laid, with opportunity for further improvement.

Numerous sector-wide strategies have been developed to maintain focus and build further strength.

This includes the *Be healthy, be safe, be well* and *Flexible by design* frameworks, which work hand in hand to empower employees to find their best ways of working, to reflect their individual needs.

Maintaining focus on improving employee health, safety and wellbeing will continue to be important as the public sector workforce reflects challenges facing the broader community. This includes an ageing workforce with longer working lives, multiple caring responsibilities of children and parents, increasing prevalence of chronic illness, and different approaches to supporting an increasingly diverse workforce.





Promoting health, safety and wellbeing

The ***Be healthy, be safe, be well framework*** was developed in 2017 by the Commission in partnership with chief human resource officers from across the sector.

The framework outlines an integrated and proactive approach to creating healthy, safe workplaces where people can thrive and achieve their best. It focuses on preventative programs for all aspects of wellbeing — physical, psychological, financial, work and social.

Public sector agencies are already delivering on the framework, and promoting better health and wellbeing by:

- offering preventative health services to staff including flu shots and skin checks
- promoting a culture where focus on wellbeing is frequently highlighted, e.g. supporting public health campaigns on Safe Work Month, Mental Health Week, and RUOK? Day
- providing access to services and paid leave to support victims of domestic and family violence
- providing flexible work arrangements and adjustments to support employees at different stages of life, including those with caring responsibilities, those managing serious illness and older employees transitioning to retirement
- offering professional assistance and support to employees affected by on-the-job trauma, including police, fire and ambulance workers.

Finding flexible ways of working

In March 2017, amendments to the ***Industrial Relations Act 2016 (Queensland)*** came into effect, providing any employee the right to request flexible work.

To support the implementation of the Act, the the Commission developed the ***Flexible by design framework***. The framework aims to ‘find the flexibility within flexibility’ and transform traditional approaches to flexible work. Its premise is that providing choice in work arrangements maximises individual and organisational outcomes.

The sector is committed to ensuring workplaces are agile and flexible to support contemporary employee needs. Empowering employees to find their best ways of working also supports sector commitments to employee wellbeing and supporting increased workforce diversity and inclusion.