

EXCELLENCE | PEOPLE | COMMUNICATION | SERVICE



SAFE WORK AUSTRALIA

People Strategy 2020-2021

Enabling you to be and do your best



**ATTRACTION
& RETENTION**



**DIVERSITY &
INCLUSION**



**LEARNING &
DEVELOPMENT**



**REWARD &
PERFORMANCE**



**HEALTH, SAFETY
& WELLBEING**

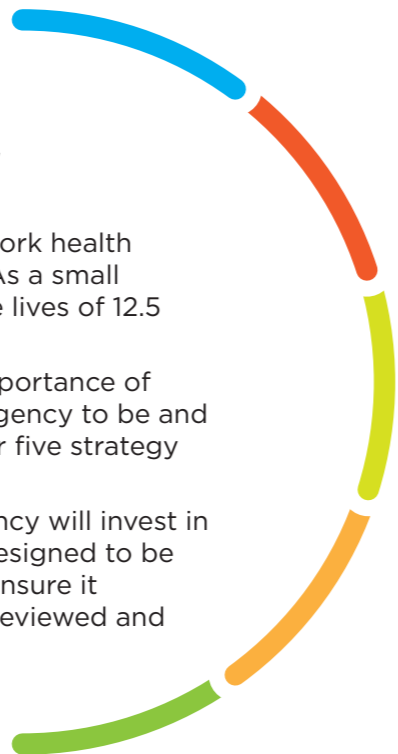
People Strategy 2020-2021

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Safe Work Australia is the national policy body for work health and safety and workers' compensation in Australia. As a small agency, the work we do plays a significant role in the lives of 12.5 million Australians.

Our people are our Agency and we recognise the importance of identifying and developing their potential. For the Agency to be and do its best, we will deliver a range of initiatives under five strategy areas, as set out below.

This strategy provides a framework for how the Agency will invest in its people now and into the future. This strategy is designed to be able to evolve with the Agency's and its people. To ensure it continues to be fit for purpose, this strategy will be reviewed and updated on a regular basis.



SAFE WORK AUSTRALIA VISION

To make Australia a world leader in work health and safety and workers' compensation and help create healthy, safe and productive working lives for all Australians.

AGENCY VISION

To be a centre of excellence in work health and safety and workers' compensation data, research, policy and strategy by creating a great workplace that enables everyone to be and do their best.

AGENCY VALUES

EXCELLENCE

We take pride in our work
We are innovative and look to work smarter
We are positive and resilient
We strive to be subject matter experts

PEOPLE

We treat each other with respect and support one another
We are empowered to learn and develop professionally
We are effective leaders and celebrate our success
We promote wellbeing and work-life balance

COMMUNICATION

We know and value each other
We effectively consult and communicate
We collaborate and work as one team
We strive to raise the profile and impact of SWA

SERVICE

We build quality relationships
We respect the knowledge, expertise and views of our stakeholders
We deliver effective and workable outcomes
We seek opportunities to improve our service

STRATEGY AREAS



ATTRACTION & RETENTION

We are committed to attracting diverse and high quality talent who can embody our Agency vision and live our Agency values.

We will provide our employees with opportunities to get involved, grow and succeed. We offer generous terms and conditions with competitive salaries, access to flexible working arrangements and more importantly, meaningful and impactful work.

Our corporate, charitable and social activities encourage employee engagement and participation and foster positive relationships within the Agency.



DIVERSITY & INCLUSION

We are committed to having a workforce that reflects the diverse community we serve and to providing a workplace where every employee can bring their true and whole selves to work.

This means that every employee can feel respected for who they are, connected to their colleagues, belong to a community, and contribute their perspectives and talents to the workplace.

The Agency participates in and engages with a range of networks and memberships and strives to be an employer of choice for all employees.



LEARNING & DEVELOPMENT

We will invest in our employees to enable them to be and do their best. We are committed to developing and strengthening our current and future leaders so they can be authentic, resilient and collaborative. Our leaders will be empowered to lead by example, be influential and drive high performance.

Learning opportunities will be targeted to build the capability of our employees so they can drive Agency objectives and priorities. We will continue to encourage our employees to grow personally and professionally so they are well positioned in the future for their careers.



REWARD & PERFORMANCE

We understand that performance management is not about yearly reviews and performance ratings, rather it is the conversations that matter. We will provide clear expectations to all employees, ensuring they have the right capabilities to do their job and that they receive fair, regular and constructive feedback.

Through regular feedback we will work with our employees to turn areas of development into areas of strength. We will work to recognise and reward the big achievements as well as the small ones, by celebrating wins that help the Agency achieve its strategic priorities.



HEALTH, SAFETY & WELLBEING

Through ongoing and open communication and consultation with our employees, we will maintain a healthy and safe workplace. We will promote an inclusive working environment and will encourage healthy work practices, behaviours and attitudes.

We will provide evidence based health and wellbeing programs to raise awareness, and improve the physical and mental health of our employees. We will aim to prevent and reduce injury and illness by eliminating or minimising hazards and risks in our workplace, and we will focus on early intervention to ensure employees are supported to be and do their best.