

Agreed Member response to mid-term review of the Australian Strategy

- Safe Work Australia Members welcome the mid-term review (the Review) of the *Australian Work Health and Safety Strategy 2012–2022* (the Strategy).
- The Review has provided an opportunity to consult with influencers to see whether amendments are necessary to ensure the Strategy remains relevant for the remaining five years.
- Members are pleased the Review has found that most stakeholders consider the Strategy is delivering against its stated purpose and remains relevant and appropriate. Members consider that while the Strategy implicitly captures bullying, harassment, occupational violence and at-risk workers, these important matters should be afforded greater attention in the final five years of the Strategy.
- The Review found awareness of the Strategy is high among stakeholders and it has shaped their strategic agendas and work health and safety (WHS) initiatives across Australia. Progress against the three targets in the Strategy is on track and there is overall support to retain the seven action areas, seven priority industries and six priority disorders in the Strategy.
- Members have considered all 14 Review findings and agreed to strengthen efforts in those areas identified in the Review which require further attention to ensure maximum impact through the remaining five years of the Strategy. This will be achieved by pursuing evidence-based approaches to:
 - drive greater improvements across the priority industries and disorders (to be renamed conditions) at a national level over the next five years of the Strategy, supported by deeper analysis of the causes and controls of workplace fatalities, injuries and illnesses
 - explore the feasibility of national lead indicators to support improved workplace performance measurement and reporting as a basis for the next strategy, recognising Members' ongoing commitment to the development of reliable national data to measure Australia's work health and safety performance, and
 - develop effective information sharing and improved coordination of activities implemented under the Strategy.
- Members noted the support for the retention of the current priority disorders, however, they agreed to update the language of priority work-related 'disorders' to 'conditions' and to update specific edits to this list of conditions; and to update the language of the Leadership and culture action area to explicitly refer to bullying, harassment and occupational violence (as attached).
- The Review has shown the Strategy to be an important reference document for WHS stakeholders and Members are confident that the agreed greater attention will ensure the Strategy will continue to guide and achieve improvements in WHS outcomes for the next five years.

Agreed edits to the Strategy

1. Update references from 'Priority disorders' to 'Priority conditions' in the Strategy and amend the list of conditions at page 17 as follows (changes underlined):
 - musculoskeletal disorders (MSDs)
 - mental health conditions
 - cancers (including skin cancer and asbestos-related cancers)
 - occupational lung diseases
 - contact dermatitis, and
 - noise-induced hearing loss.

2. Update the Leadership and culture action area to explicitly reference 'bullying, harassment and occupational violence' on page 13 as follows (changes underlined):

Organisational cultures can be influenced by broader community values and attitudes. Community expectations can be powerful drivers of change and collectively influence the nation's health and safety culture. When the Australian community expects and demands that work be free from harm any failure to do so generates community pressure and action.

The existence of bullying, harassment and occupational violence is identified as a hazard and requires organisational and community leadership to reduce incidence and impact.