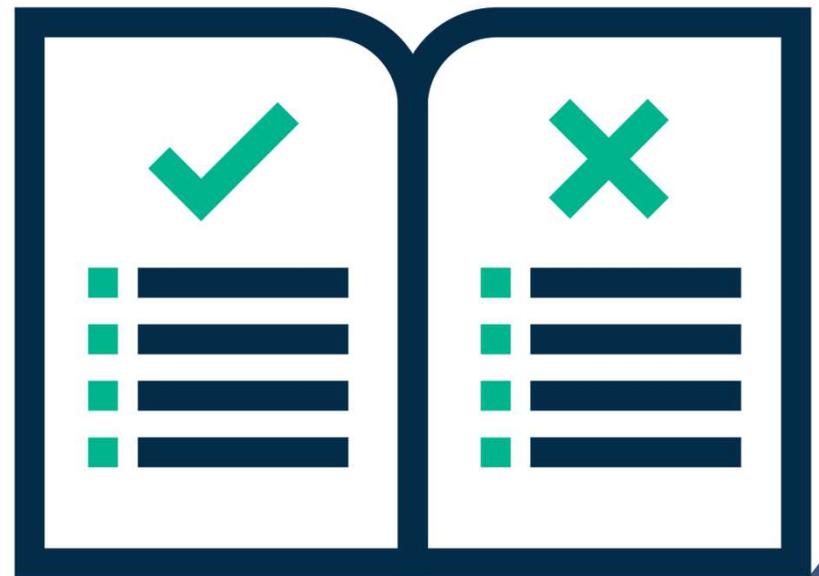# BUILDING MANAGER CAPABILITY IN GOOD WORK DESIGN FOR BETTER WORK HEALTH SAFETY AND RETURN TO WORK

Why address psychosocial hazards

- Rising impact of psychological injury

- Increased expectation that psychosocial risks will be managed effectively

What is good work?

Good work is:

- Safe and healthy
- Respectful
- Engaging
- Fair
- Meaningful
- Secure

Wellbeing and psychosocial factors

Positive psychosocial factors

build wellbeing and

protect people from harm

Join at menti.com | use code 8942 5455

Why use SMART work design?

The five themes of SMART:

'S' for Stimulating

'M' for Mastery

'A' for Agency

'R' for Relational

'T' for Tolerable demands

SMART work design strategies

Work redesign
Bake in new work roles with reconfigured tasks, responsibilities, relationships &/or decision-making

Lead for SMART
Daily actions that shape work design and SMART work

Activate job crafting
Encourage & enable workers individual and collective job crafting

Work redesign

Local leader behaviours

Activate job crafting

M A R T S
work design

Job crafting happens when you proactively shape your work to better fit your needs

[What is Job Crafting? (youtube.com)](youtube.com)
Video from tailoredthinking.co.uk

Job crafting case studies

Task Crafting – Paul, IT customer support

Working on a help line, but with a passion for testing software.

Relational crafting – Ria

Building relationships in her new team following a restructure.

Purpose crafting – Beth, call centre

Finding meaning through collecting positive experiences.

Sourced from Engage for Success Getting Personal About Work – an Introduction to Job Crafting

Comcare good work design topics – what great managers do

1. Addressing work designs
2. Knowing your team
3. Building trust in your team
4. Supporting your team
5. Effective communication

6. Enhancing performance
7. Providing flexible work
8. Managing change at work
9. Managing absence
10. Supporting return to work

Team Talk
Good Work Design:
Supporting your team

Australian Government
Comcare

What are some signs that someone needs support?

What helps you to feel supported at work?

Do you feel comfortable accessing a support service when there's a situation they could help you with? If not, why not?

This team talk is part of a series created to help you discuss good work design with your team. Read the team talk to your team and use the questions to start a discussion.
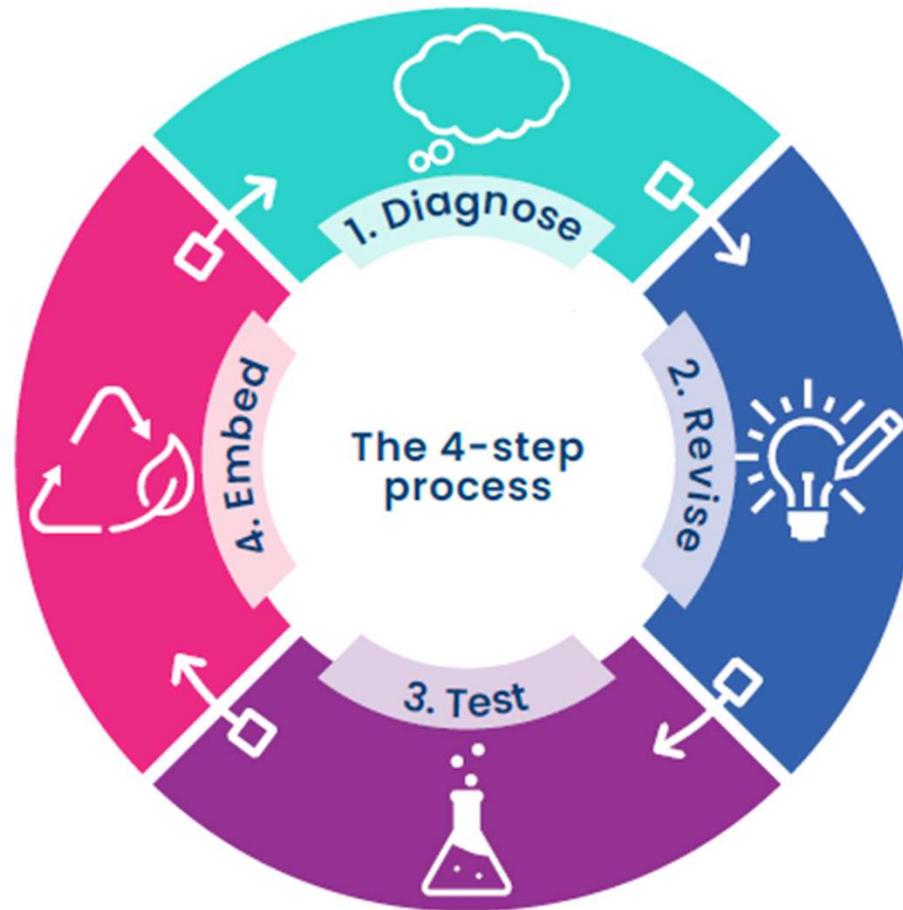
Good work design team talks now available | Comcare

Work redesign in practice

What can you do now?

- Promote use of Comcare's [Good work design](#) resources to frontline managers and teams

- Put EL2s and high performing EL1s through the APS Leadership Edge program

- Access existing and upcoming resources via Comcare's LMS and website

- Use publicly available resources from sources like Curtin University, TailoredThinking and Thrive at Work

What would help you?

goodworkdesign@comcare.gov.au

Resources on the ComcareLMS

Live learning workshops (paid)

Work Health and Safety for Supervisors
21 October

Payroll and workers compensation
23 October

Psychosocial risk management
25 November

Self-paced eLearn courses (free)

eLearn
Bullying in the workplace – an introduction

eLearn
Introduction to psychological health and safety in the workplace

Beyond Blue
BeforeBlue
For Workplaces

Commonwealth employer information sessions

Before Blue is an early intervention mental health program for employees.

- Hear from Comcare and Beyond Blue about the service and why it works
- Success story from a Commonwealth employer
- How to get started

Session designed for senior leaders, HR professionals and work health and safety practitioners.

Tuesday 23rd September

11 am – 12 pm AEST

Wednesday 22nd September

11 am – 12 pm AEST

Contact forums@comcare.gov.au to register

Events and engagement

Safe work month (October)

Learning content sharing

- **Webinars**

- **Forums**

- **Information sessions**

- **Resources**

Free access to digital learning content accessible from your organisation's LMS
Available content includes:
- eLearn
- Videos
- Microlearning
- Resources (coming soon)

Australian Government

Comcare

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