

# Zeroharm atWork

no harm to anyone, any time while at work

## A message from the Queensland Workplace Health and Safety Board

Zero Harm at Work has been identified by the Queensland Workplace Health and Safety Board (the Board) as the underlying philosophy for workplace health and safety in Queensland over the next 10 years and beyond. Its aim is to develop a culture of zero harm within Queensland workplaces. The visionary goal of zero harm means no harm to anyone, anytime while at work.

To support this philosophy, the Board has initiated the Zero Harm at Work Leadership Program. The program recognises that industry leaders play a vital role in achieving a systemic shift in workplace health and safety culture. The involvement and commitment of industry leaders not only means good business, good performance and effective risk management for the organisation, but also means a safer and healthier environment for all Queensland workers.

The program focuses on establishing an ongoing series of industry forums and workshops to engage and support industry leaders to achieve positive workplace health and safety outcomes. These forums provide an opportunity for industry leaders to share innovative ideas in developing a positive safety culture, to champion workplace health and safety activities in their own organisation, and provide a leading example for others to follow across the state. Through committing to share innovation, knowledge and experience with others, the Zero Harm at Work Leadership Program members can make a significant contribution to raising standards of workplace health and safety in Queensland.

This information pack outlines the purpose, benefits and obligations of becoming a member of the Zero Harm at Work Leadership Program. I encourage you to consider working with us as we endeavour to keep Queenslanders safe at work so they can go home to their family and friends at the end of each working day.

Yours sincerely,



**Vince O'Rourke**  
Chair  
Queensland Workplace Health and Safety Board



# The Zero Harm at Work Leadership Program

The Zero Harm at Work Leadership Program aims to build a positive safety culture in Queensland workplaces to help reduce the number and seriousness of workplace health and safety incidents.

## Background

Each year in Queensland, there are approximately 100 work-related fatalities and nearly 30 000 serious injuries and diseases where workers are either permanently impaired or seriously injured, requiring more than seven days off work. Overall, total workplace incidents cost the Queensland economy over \$5.2 billion each year.

Effective workplace health and safety performance comes from the top. Industry leaders have both individual and collective responsibility for workplace health and safety. Directors and boards need to regularly examine their own behaviours to assess how they benchmark against workplace health and safety standards and to change what they do to become more effective leaders in improving health and safety in their organisation and across industry.

The Zero Harm at Work Leadership Program supports this by:

- providing an ongoing forum to foster and promote leadership in workplace health and safety
- providing examples and case studies of good practices and lessons learnt that can assist other workplaces to improve their own health and safety practices
- motivating and encouraging workplaces to voluntarily strive for zero harm
- promoting the adoption of a Zero Harm at Work culture through co-operation and knowledge sharing.

A Zero Harm at Work vision for a strong and healthy Queensland sets workplace health and safety as a core value through:

- management commitment – leading by example and not asking anyone to work in a way that is unsafe
- effective consultation – involving everyone in decisions about ensuring the workplace is safe
- innovative risk management – nurturing a culture where thinking about safety is as natural as thinking about quality, profit or customer service

- commitment to a healthy workforce – recognising that healthy workers are productive workers by providing supportive health programs in the workplace
- best practice rehabilitation and return to work services – to ensure workers are able to receive the best treatment quickly and return to productive work as soon as possible
- monitoring and evaluating performance – encouraging a culture where people can confidently report incidents knowing that the incident will be fully investigated and addressed.

## Why should my organisation become a member?

As a member of the Zero Harm at Work Leadership Program you will commit to working with other industry leaders and sharing your innovation, knowledge and experience, making a significant contribution in raising the standards of workplace health and safety in Queensland.

Other benefits and opportunities include:

- The opportunity to attend networking events with your industry peers and learn about best practice in other workplaces.
- Receiving support from peers and experts in continuing health and safety improvements in your organisation.
- The opportunity to share and showcase your organisation's safety programs, initiatives and achievements at program events and on the Workplace Health and Safety Queensland website.
- The opportunity to participate and contribute to discussions on government policy for workplace health and safety.
- Positive visibility as a Zero Harm at Work Leadership Program member including promotion on the Workplace Health and Safety Queensland website and other publications.
- Access to the Zero Harm at Work Leadership Program logo which can be used on your own organisation's promotional items and materials to promote your membership and commitment to a zero harm at work culture.



# Membership guidelines - How to become a member

The Zero Harm at Work Leadership Program operates on the premise that developing cultural change in an organisation and industry as a whole requires commitment from the most senior levels of management. As such, a commitment to the program is a commitment from the director, owner or CEO of an organisation. This is not a program for a designated safety officer within your organisation, although they will have a role to play in promoting the Zero Harm at Work message.

Through the program, the director, owner or CEO of an organisation will be encouraged to participate in activities such as industry forums and seminars, mentoring and sharing lessons learnt through case studies, developing and promoting positive performance indicators, providing leadership and mentoring to other organisations in supply chains and influencing the future of workplace health and safety through feedback to government.

Your organisation's involvement in the Zero Harm at Work Leadership Program will demonstrate your commitment to ensuring all Queensland workers can return home at the end of each working day safe and healthy.

## Reporting criteria and requirements for members

The Zero Harm at Work Leadership Program is designed to encourage industry and government to work together to find new and innovative ways to improve health and safety across industry. As a member, you will be required to report to Workplace Health and Safety Queensland in line with the

reporting criteria which may be used to evaluate and improve the parameters of the program to further support industry in achieving the visionary goal of the program.

Specifically the reporting criteria seeks information on how your organisation will:

1. Provide a workplace framework that encourages and promotes leadership in workplace health and safety.
2. Provide examples of successful workplace initiatives that may assist other workplaces to improve their workplace health and safety practices.
3. Encourage, motivate and support your organisation's workplace(s) to voluntarily strive for zero harm in workplace health and safety.
4. Promote the adoption of a Zero Harm at Work culture in your workplace(s) and beyond through co-operation and knowledge sharing.
5. Influence others to promote a culture of Zero Harm at Work.

## How to become a program member

To become a member, your organisation simply needs to:

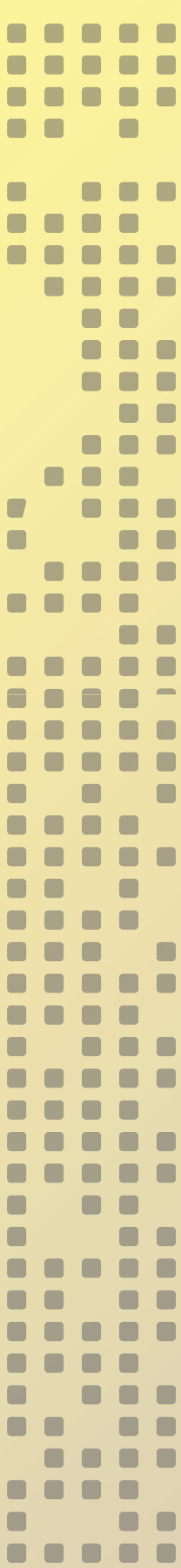
- make a commitment to the Zero Harm at Work Leadership Program charter by signing the enclosed membership application
- complete the enclosed member details form
- send your completed membership application form and member details form by email to [zeroharm@justice.qld.gov.au](mailto:zeroharm@justice.qld.gov.au) or by post to GPO Box 69, Brisbane QLD 4001.

In becoming a member your organisation will be agreeing to:

- support the program's charter requirements
- support the program's reporting criteria and requirements
- attend industry forums, networking events and share innovation, knowledge and experience with industry peers
- have your organisation's name recognised on Workplace Health and Safety Queensland's website as a member of the program.



# Leadership program charter



In becoming a member of the Zero Harm at Work Leadership Program, we agree to adhere to the following requirements:

- We want to improve workplace health and safety in our industry and foster a zero harm policy as a core workplace principle.
- We want to develop industry networks, such as supply chain partnerships, to promote best practice workplace health and safety, and agree to attend networking events with industry peers.
- We will promote the importance of involving everyone, including WHS representatives and committees, in decisions about ensuring the workplace is safe, and will provide information on best practices in workplace health and safety.
- We agree to foster a workplace culture where thinking about health and safety is as natural as thinking about quality, profit or customer service.
- We want to encourage a workplace culture that empowers people to report incidents, without fear of sanction, knowing that the incidents will be fully investigated and addressed.
- We recognise that healthy workers are productive workers and will therefore provide supportive health programs in the workplace.
- We commit ourselves to taking action at our workplace regarding best practice rehabilitation and return to work services — to ensure workers are able to receive the best treatment quickly and return to productive work as soon as possible.
- We commit ourselves to sharing our knowledge and experience with our industry to encourage other workplaces to adopt the principles outlined in this charter.

**Zeroharm**  
atWork