

POSITIVE WORKPLACE @WESTERN HEALTH

"The standard you walk past is the standard you accept." David Morrison

Here is a snapshot of activity over the past year to support a Positive Workplace at Western Health

41

Inspire awards were given out at our last awards day for facilitating a positive culture and workplace



160

Managers

&

136

Medical staff

attended

DON'T WALK PAST

training sessions

What they said:

"This course is very relevant for all Western Health staff to attend"

"Very Beneficial – gained some real insight into behaviours"

"Very well presented – Thank you"

"Excellent program, very interactive"

"Thank you for the session today. It was one of the best I have been to and the facilitator was 'A Class'".

**WESTERN
HEALTH
EMPLOYEE
POSITIVE
WORKPLACE**

**ISSUE RESOLUTION
"EMPOWIR"**

39

Contact officers and resolution officers trained

A STRATEGY FOR SUSTAINING A POSITIVE WORKPLACE AT WESTERN HEALTH

What else have we done?

- Launched our postiveworkplace.wh.org.au website which hosts our commitment, strategic priorities, data and trends, support avenues, policies and procedures and many useful resources and articles
- Established Medical Advisory Group to define and implement strategies
- Introduced nine Medical Positive Workplace Contact Officers who will be the first point of contact for confidential advice, and eight Medical Positive Workplace Resolution Officers
- Launched EMPOWIR, our employee positive workplace issue resolution process. This is a detailed kit for use by Positive Workplace Contact and Resolution Officers and our employees.
- Established the General Positive Workplace Advisory Group, to guide actions and strategies for all employees.
- Hosted Positive Workplace Day in October 2016 & 2017. Employees celebrated and shared what positive workplaces meant to them and participated in team activities supported by management.
- Provided Positive Workplaces pocket guides and feedback forms and distributed widely.

EMPOWIR & Positive Workplace Issues Centre

110

Face to face EMPOWIR education sessions were hosted

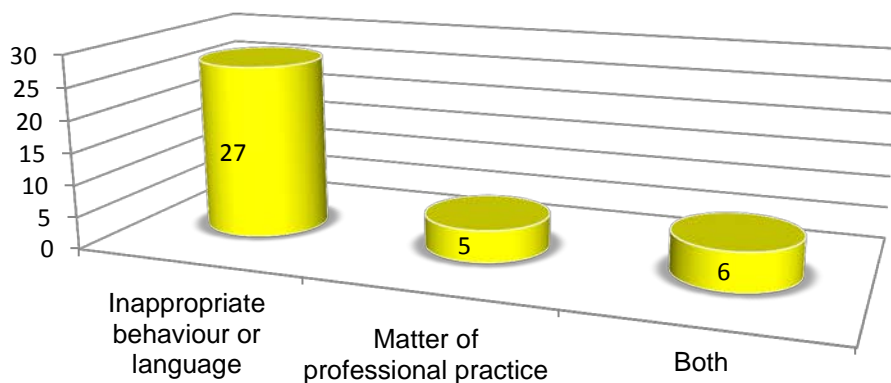
1600

Staff attended EMPOWIR education sessions

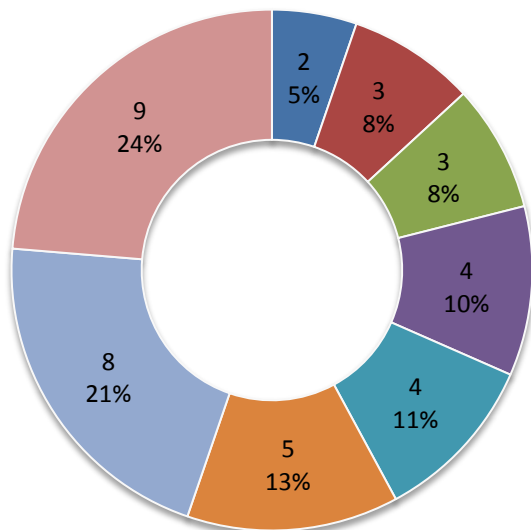
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Issues reported via EMPOWIR

Type of Issue logged via EMPOWIR



EMPOWIR Outcomes



- Resolved with Response Officer
- Unsubstantiated or not relevant to EMPOWIR
- Closed by complainant
- Resolved with support from a Contact Officer
- Transitioned to disciplinary
- Open
- Matter being monitored
- Resolved on first contact