

WORKPLACE ENVIRONMENTAL CHANGE

Create a positive workplace culture (where workers feel supported by their leaders and peers) which will help improve staff retention and return to work rates, increase employee morale and work efficiency across your organisation.



TARGET AUDIENCE

All senior leaders, managers and supervisors play a crucial role in any successful program of positive cultural change within an organisation.



BENEFITS

Can lead to improved rates of staff wellbeing and therefore employee retention.

A reputation of having a positive workplace culture can impact the recruitment of quality staff.

Improved patient safety and care (in healthcare settings).



CONSIDERATIONS

Top-down approach (where senior managers are seen to take the lead) is required for changes to be successfully embedded in an organisation.

Not all areas of an organisation will require a cultural shift.

Any change can be met with resistance and/or criticism.

Will take time to implement and see results.



EXAMPLES

Use a scorecard to determine how employees feel about the workplace culture and to identify opportunities for improvement.

Results can help senior management recognise problem areas within the organisation which provides an opportunity to make changes which deliver positive cultural change.

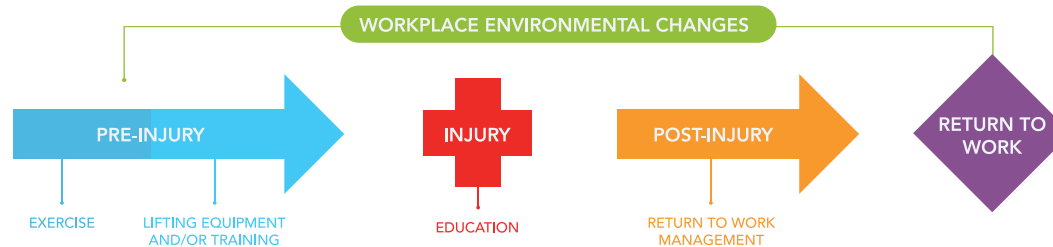
EXERCISE

LIFTING EQUIPMENT

EDUCATION

RETURN TO WORK MANAGEMENT

WORKPLACE ENVIRONMENT



This information sheet outlines one of the five key actions recommended by the [Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study](#) conducted by [Monash University](#) and funded by EML's Mutual Benefits Program.

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.

