



People and Performance International

Embedding work health and safety into the business

**Is there are a mandate
to build WHS
into our organisations?**

Australian Work Health and Safety Strategy 2012-2022

Safe Work Australia seeks to promote the benefits that work health and safety can bring to businesses and to ensure health and safety is integrated into all business decisions.



Australian strategy of Safe Work Australia

The Australian Strategy is underpinned by two key principles.

Firstly all workers, regardless of their occupation or how they are engaged, have the right to a healthy and safe working environment;

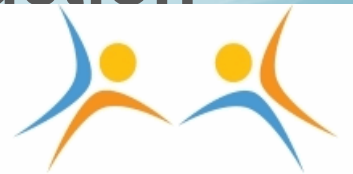
and secondly well-designed, healthy and safe work will allow workers in Australia to have more productive working lives.



Meat Industry Strategic Plan

MISP 2020

The capability and profitability of our industry are intrinsically linked: a profitable, resilient industry attracts the ‘best and brightest’ minds; such talent and expertise helps build profitability and resilience. We must continue to build a performance culture and business skills throughout our industry. This includes providing and packaging information and training to support informed and business-oriented decision-making by all participants, especially in the production sectors



Company level

Safety is not something we do, it must be embroidered into our culture, integrated into all our processes, and be at the heart of who we are.



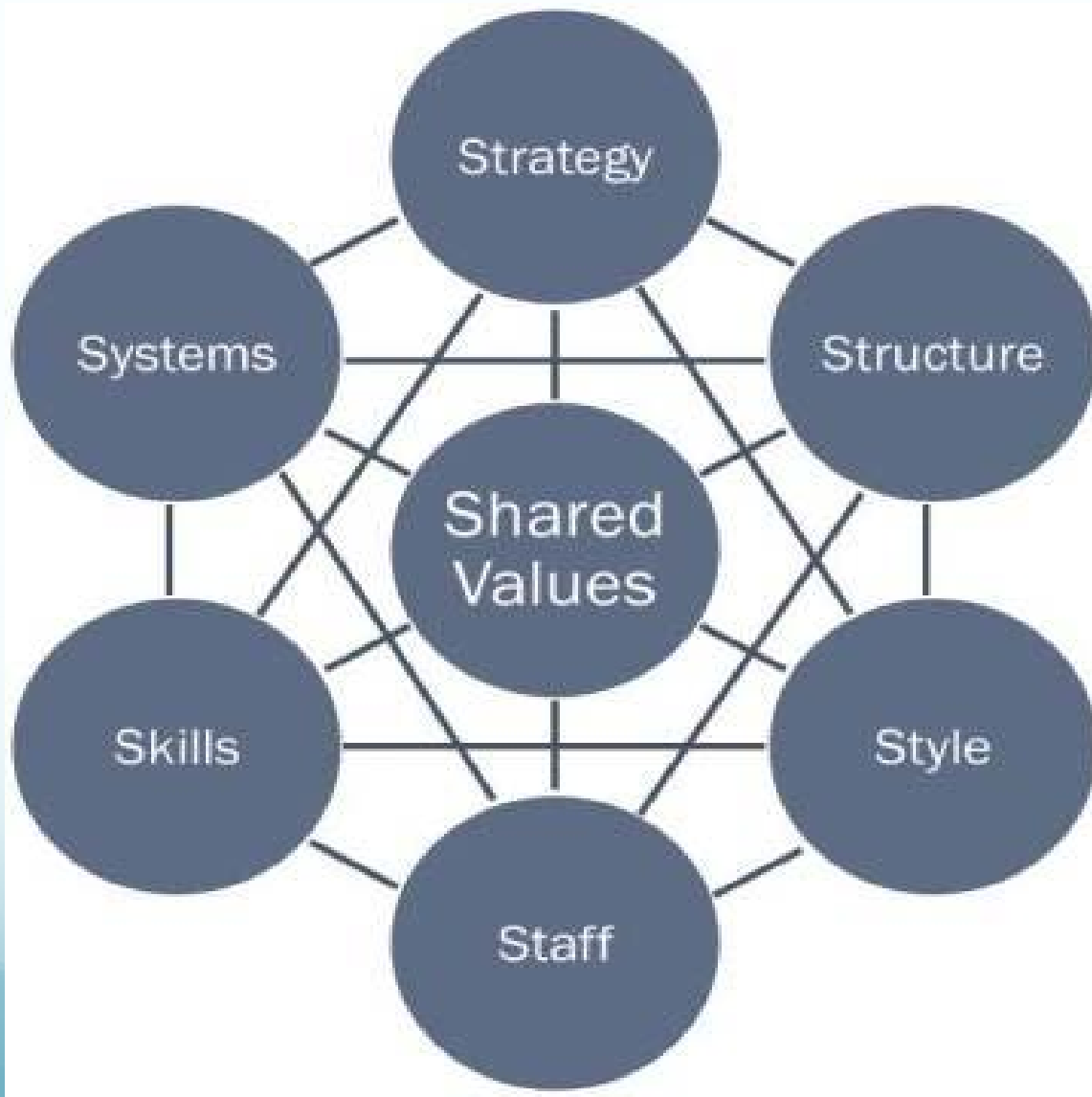
The premises

The mandate is there for embedding WHS in everything we do in our organisations.

Our business planning process provides us with the mandate and a framework for embedding WHS into our organisations.



McKinsey 7S model of an organisation





People and Performance International

**‘If you fail to plan
you will plan to fail’**

Benjamin Franklin

Focus on business planning

‘Business planning brings together the physical, financial and human resources needed to operate the business and examines the costs, risks and potential rewards from the enterprise.’

Meat and Livestock Australia



The business planning process



Business plan

- Production
- Profits
- People
- KPIs



People objective

To help our employees fulfill our combined ambitions to create a sustainable business, we are committed to.....

The safety of our people is always our highest priority. We remain open to change, and focused on continuous improvement, knowing that everyone that enters our facility, and their families, should feel confident that they will return home the way they arrived – SAFELY. Safety is not something we do, it must be embroidered into our culture, integrated into all our processes, and be at the heart of who we are.

.....



Operational plan

An operational plan is a detailed plan used to provide a clear picture of how a team, section or department will contribute to the achievement of the organisation's strategic goals.



Operational plan for maintenance department



Objectives from the business plan that are the responsibility of the maintenance department:

- **Meeting general maintenance needs throughout plant, planned preventive maintenance, managing breakdowns and repairs**
- **Projects - upgrading boilers, building new lairage facilities, new cool room**
- **Meeting the people objective – how you go about building WHS into everything you do**

Workforce planning

Strategy



Skills



Staffing

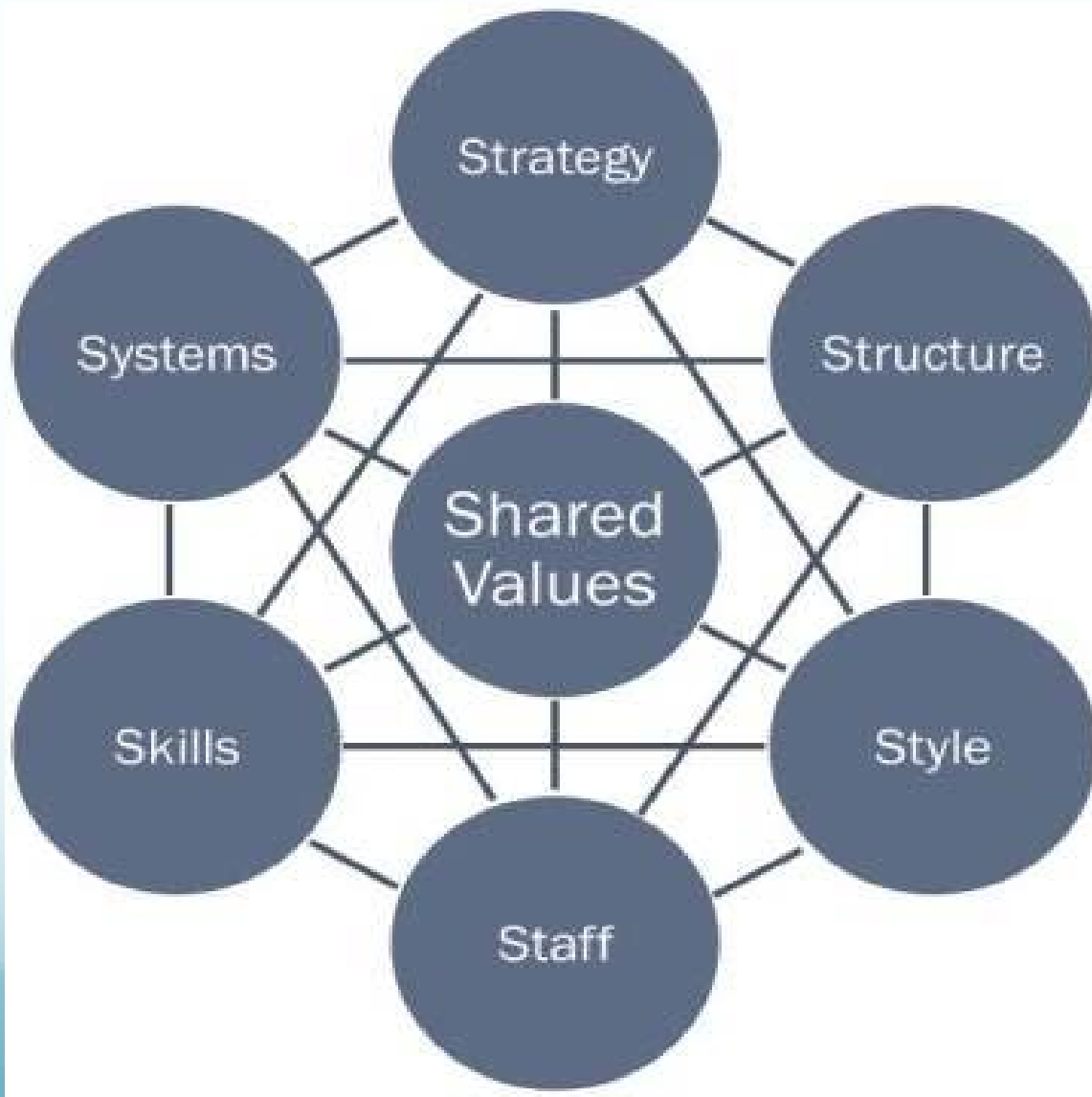


Workforce planning

Workforce planning is the process used to align the needs and priorities of the organization with those of its workforce to ensure it can meet its legislative, regulatory, service and production requirements and organizational objectives.



McKinsey 7S model of an organisation



Strategy/goals

- **Goals for maintenance department from the business plan**
- **General maintenance**
- **Planned preventive maintenance**
- **New lairage facilities**
- **Upgrade boilers**
- **New cool room**
- **People objective including safety**

Skills required to achieve goals

- **Map skills required to achieve goals**

Staff

- **Match staff skills against skills requirements to achieve goals**
- **Identify skills gaps and how to fill them eg skills development of existing staff, recruitment, outsourcing**



The business planning process



Individual work plans

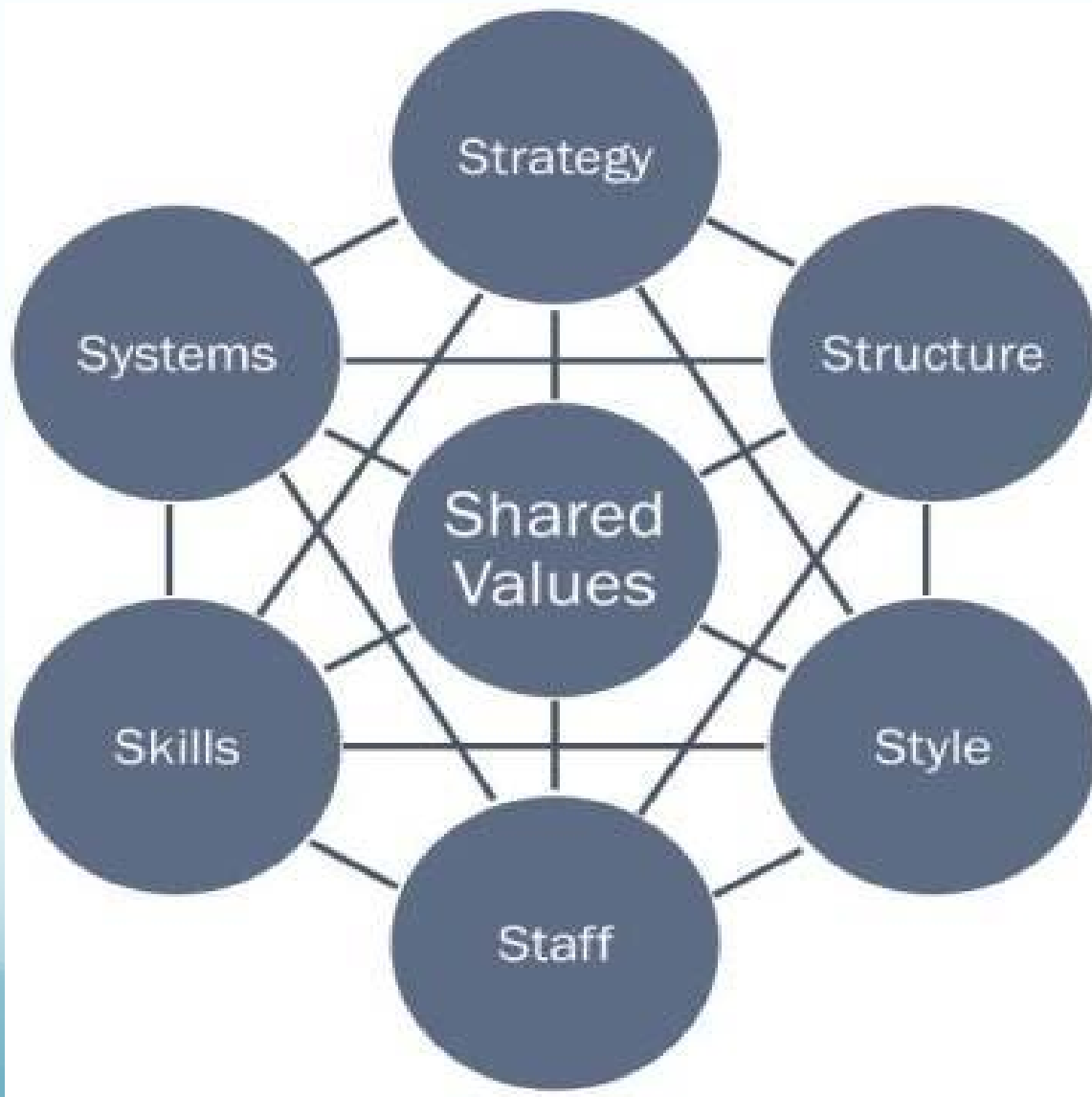
Skills compiled into job descriptions

Work plans developed with objectives and activities/tasks and KPIs including WHS

Includes training needs for job (including WHS), for career development and for succession planning



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Elements of a management system

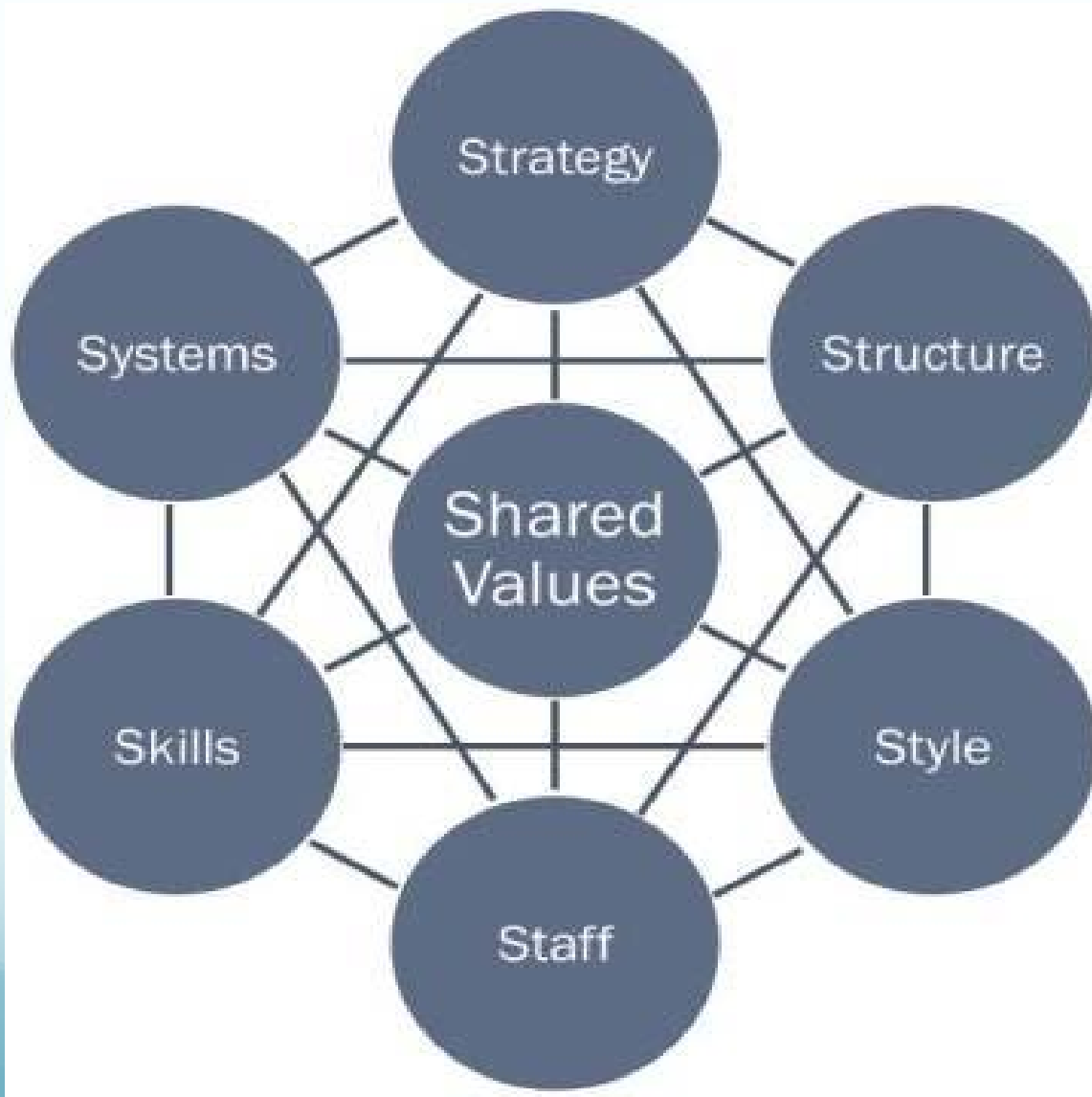
- Commitment and policy
- **Planning**

Planning gives us the mandate and framework for:

- Implementation
- Measurement and evaluation
- Review and improve



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Systems

Integrate WHS into all the general systems in the organisation in particular:

- **SOPs**
- **Work instructions**

Also specific WHS systems including:

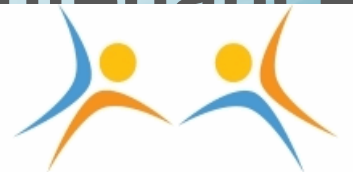
- **Risk management**



Focus on resources for maintenance engineering

Resources include:

- **WHS guide for maintenance personnel in the red meat processing industry**
- **Contractor WHS management in the red meat processing industry fact sheet**
- **A guide to maintenance engineering competencies and training options**
- **A workforce planning guide for maintenance engineering**



In conclusion

The mandate is there for embedding WHS in everything we do in our organisations.

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