How to drive a positive workplace culture

1 Focus on an improvement area

To improve workplace culture, the public sector needs to focus on 5 key improvement areas. Taking action in one area will likely lead to improvement in others.





Safety climate



Senior leadership



Engagement



Wellbeing

2 So you can impact these drivers of change

Safety climate

Perception of senior leaders

Safe to speak up

Organisational integrity

Perception of senior leaders

Workload

Organisational integrity

Safety climate

Learning and development

Perception of senior leaders

Safety climate

Organisational integrity

Organisational integrity

Safety climate

Learning and development

For example, encourage your CEO to:

Encourage regular integrity conversations promoting a safe to speak up culture.

Create a clear process for employees to raise integrity concerns and report outcomes to the board Check that systems, policies and processes support a safe and mentally healthy work environment.

Monitor workload pressure at all levels and work with the board to adjust priorities if needed.

Be visible to staff, actively demonstrate the public sector values and provide clear strategic direction. Work with your executive group to provide meaningful work, act on feedback and communicate how everyone's work is related to the organisation's purpose.

Talk openly about wellbeing as a priority for the organisation, use People matter survey results to monitor employee wellbeing and report on wellbeing initiatives and risks to the Board.

\Im Which can lead to these benefits

A positive workplace culture leads to better:

- public policy
- public services
- organisational outcomes and performance.

Employees will be more:

- productive
- engaged
- creative and innovative
- likely to speak up.

The workplace will have:

- · reduced absenteeism
- less OH & S claims
- less integrity risks
- the ability to attract and retain employees.



