

Title: Health, wellbeing, and safety as a strategic priority: The upside for employees and organisations.

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Australian and global businesses are facing a significant people (talent) challenge due to the increasing burden of work and public health related physical and psychological illness and disease. Furthermore, increased attention on corporate social responsibility has emerged, including strong recognition of organisational obligations in promoting individual wellness and wellbeing in the business context, as work and health are intrinsically linked. Despite this there is a distinct gap in the literature and practice providing insight into the enabling role health and wellbeing plays in organisations achieving their performance aspirations. As a prominent business issue there was limited evidence in the literature about the relationship between business strategy, workplace health, safety, wellbeing, and performance measurement that demonstrate measurable impact on organisational performance. Based on this gap this mixed-methods study investigated the relationship between workplace health, safety and wellbeing strategy, employee engagement, and organisational strategy efficacy. An exploratory mixed methods study, consisting of eight semi structured interviews and ninety-five survey responses from a cross section of private and public sectors leaders and health, safety, and wellbeing and human capital professionals was undertaken. Thematic analyses and exploratory factor analyses revealed a seven-factor health, safety, and wellbeing strategy framework that integrates key concepts, wellbeing, wellness, resilience engineering, health and safety management, employee engagement, risk management, and corporate governance. The seventeen key findings and final strategy framework provides empirical evidence for businesses to improve individual and organizational health, wellbeing, and performance.

Biography: (Up to 150 words)

Dr Brent Halliday his Doctor of Professional Studies (Safety Science, Wellbeing and Organisational Behaviour) at the University of Southern Queensland, Toowoomba, Australia. His academic focus has been on the strategic application of contemporary organisational health, wellbeing, and safety approaches to achieve optimal individual and organisational performance outcomes. This academic insight, coupled with 30 years of professional practice at a senior level in national and international high-risk organisations and work health and safety regulation provides unique evidence-based insights in developing solutions for complex organisational health, wellbeing, and safety challenges.

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Recent Publications

Halliday, B.; van der Laan, L.; Raineri, A. Prioritizing Work Health, Safety, and Wellbeing in Corporate Strategies: An Indicative Framework. *Safety* 2024, *10*, 18.
<https://doi.org/10.3390/safety10010018>

Halliday B; van der Laan, L. World Safety and Health Congress Prioritising Workplace Health, Safety and Wellbeing Strategy and Employee Engagement in Corporate Strategy, Aug 2023

Halliday, B. Work health, safety, and wellbeing strategy and employee engagement: A mixed-methods study. Doctor of Professional Studies Thesis, University of Southern Queensland, Toowoomba, Australia, 2020. <https://doi.org/10.26192/fmfm-5e77>.

Article Peer Review. International Journal of Workplace Health Management, Emerald Publishing (2024)