

People wellbeing and resilience

Delivering outcomes



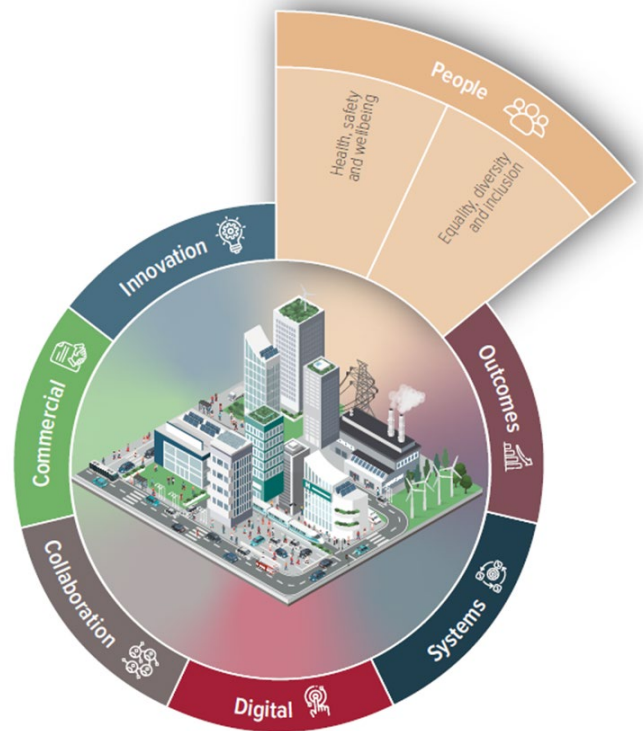
People wellbeing and resilience is the foundation of a flourishing infrastructure sector

Current state

People are the foundation of the Australian infrastructure sector. Getting the best out of the current workforce and attracting diverse and talented people to the sector will be key to enabling a more productive, innovative and financially sustainable infrastructure sector.

Where do we want to get to?

- A proactive and systemic approach to achieving health, safety and wellbeing outcomes is adopted across the sector enabling a more sustainable and productive infrastructure sector.
- The industry attracts and nurtures a diverse and inclusive workforce by establishing and systematically pursuing objectives and targets for equality, diversity and inclusion.



'Internationally, Australia has a reputation as a hard place to work'

Industry leader stakeholder

What are the key principles that will guide how we get there?

- Health, safety and wellbeing is driven by, and accountability owned by, industry leaders
- Equality, diversity and inclusion outcomes are incorporated in all infrastructure development and delivery arrangements

People wellbeing and resilience

Recommendations

7.1: Apply a proactive and systemic approach to achieving health, safety and wellbeing outcomes across the sector.

7.2: Establish objectives and targets for equality, diversity and inclusion and ensure these are systematically pursued to foster a resilient, diverse and inclusive workforce.

'Despite working on some of the most exciting projects in the world – our workers suffer from cultural issues: bullying and unrealistic deadlines driving poor health, safety and wellbeing. We should not walk past behaviours that do not align with overall goals and this should be led from the very top'

Industry leader stakeholder