

**Estimates Committee 2010**  
**Questions Taken On Notice**

( 11/06/2010 to 18/06/2010 )

Date: 11/06/2010 Output:  
Sub Output:  
Subject: Organisational Development Consultancy Recommendations - Bellin Report

**From:** Mr David Tollner to Hon Delia Lawrie  
Justice and Attorney-General

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**Question:** **1-21**  
Would it be possible to table that report?

Mr SHANAHAN: What we did when we got the report, it identified individuals and we did not want that floating around, but we did have a version of the recommendations which was sent to the staff and we could easily provide that if you wish.

Mr TOLLNER: All right, that would be good.

**Answer:**  
Answered On: 11/06/2010  
Answer: Copy of the Walter Bellin organisational assessment recommendations as they were provided to staff of WorkSafe is provided at Attachment A (see attached)

## **OUTCOMES FROM WORKPLACE ASSESSMENT - AUGUST / SEPTEMBER 2009**

### **Recommendation**

That WorkSafe establish a formal training and mentoring programme to ensure that the large variety of knowledge and skills needed to successfully execute its mission are passed onto all staff.

That a single person be given formal responsibility for leading the process of designing and implementing a training and mentoring programme-

That as part of designing and implementing the training and mentoring programme, the relevant standards for technical work be made clear.

That when recruiting for leadership positions within WorkSafe-people management and leadership skills be considered at least as important as technical skills-

To design and implement a formal leadership training and development programme-for all leaders and potential leaders—This programme should be promoted as being equally important as training in technical and management skills.

That the management group and team leaders make it an official policy to be on the lookout for WorkSafe staff with potential leadership ability – and that they begin mentoring them and encouraging them to take leadership initiatives even before a leadership position opens up or is created.

That the management group make a formal decision that whenever an idea, suggestion or message comes from a staff member, they will always respond by either accepting and using the message – or explaining why they are not using it.

That the management leadership group - make a formal decision to do much more extensive consultation with staff. This includes:

- When planning and implementing important changes in the workplace (systems, structures, business processes, etc
- Consulting with staff when making any decisions that may have significant impact on their day to day experience in the workplace; and
- To announce formally to staff this decision about doing much more consultation with them in the future.

That the management group make a decision to hire a receptionist to be stationed at the window on the first floor

That the WAT Directorate be merged as a team into the Ops Directorate.

That the management group make a formal decision to encourage WAT staff to periodically visit field sites with Ops field agents; and the Directors and team leaders pro actively identify and facilitate opportunities for WAT staff to accompany an operations field officer to appropriate field sites.

That two T6 manager positions be created for the merged Ops/ WAT Directorate and one for the Comp/Info Directorate

That the management group formally initiate a WorkSafe culture building programme to foster a healthy, unified, “group of teams” organisational culture; and this culture building programme make use of the strategies outlined above to foster this unifying culture