

Text from current state vs future state diagram

'Limited leadership and accountability around workplace wellbeing' *becomes* 'visible leadership commitment, governance and accountability'.

'Limited capacity and capability around workplace wellbeing' *becomes* 'dedicated resourcing and expertise to support workplace wellbeing'.

'Ineffective system and processes' *becomes* 'regular wellbeing reporting and data-informed approach across all levels'.

'Limited capacity of line managers to focus on workplace wellbeing' *becomes* 'sustainable workloads for line managers; team members feel supported, valued, heard and empowered'.

'Ineffective system and processes' *becomes* 'good work design that prioritises worker wellbeing: sustainable workload; sense of control; role clarity; effective workflows; supportive and collegiate teams'.

'Staff shortages and recruitment lag times' and 'unbalanced skill mix' *becomes* 'appropriately staffed and resourced teams; healthy and safe rostering schedules'.

'Staff do not feel safe to speak up' *becomes* 'safe environment for voicing opinions'.

'Culture of blame and punitive action' *becomes* 'fair and just culture'.

'Culture of compliance' *becomes* 'quality improvement culture; culture of care'.

'Varying availability of programs and support for individual wellbeing' *becomes* 'accessible, evidence-based initiatives in place for individuals'.

'Low cultural safety' *becomes* 'respectful and inclusive workplace where each individual is valued'.