

**Meaningful work engagement as an
Occupational Health Nursing Practitioner**

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Osheqs Health and Safety Solutions



What is employee engagement ?

“Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work.”
Investopedia

“An emotional state where we feel passionate, energetic, and committed toward our work. In turn, we fully invest our best selves—our hearts, spirits, minds, and hands—the the work we do.”
DecisionWise



Engagement vs Satisfaction

Employee engagement is not the same as employee satisfaction.

Satisfied employees are merely happy or content with their jobs and the status quo. For some, this might involve doing as little work as possible.

Employee satisfaction...

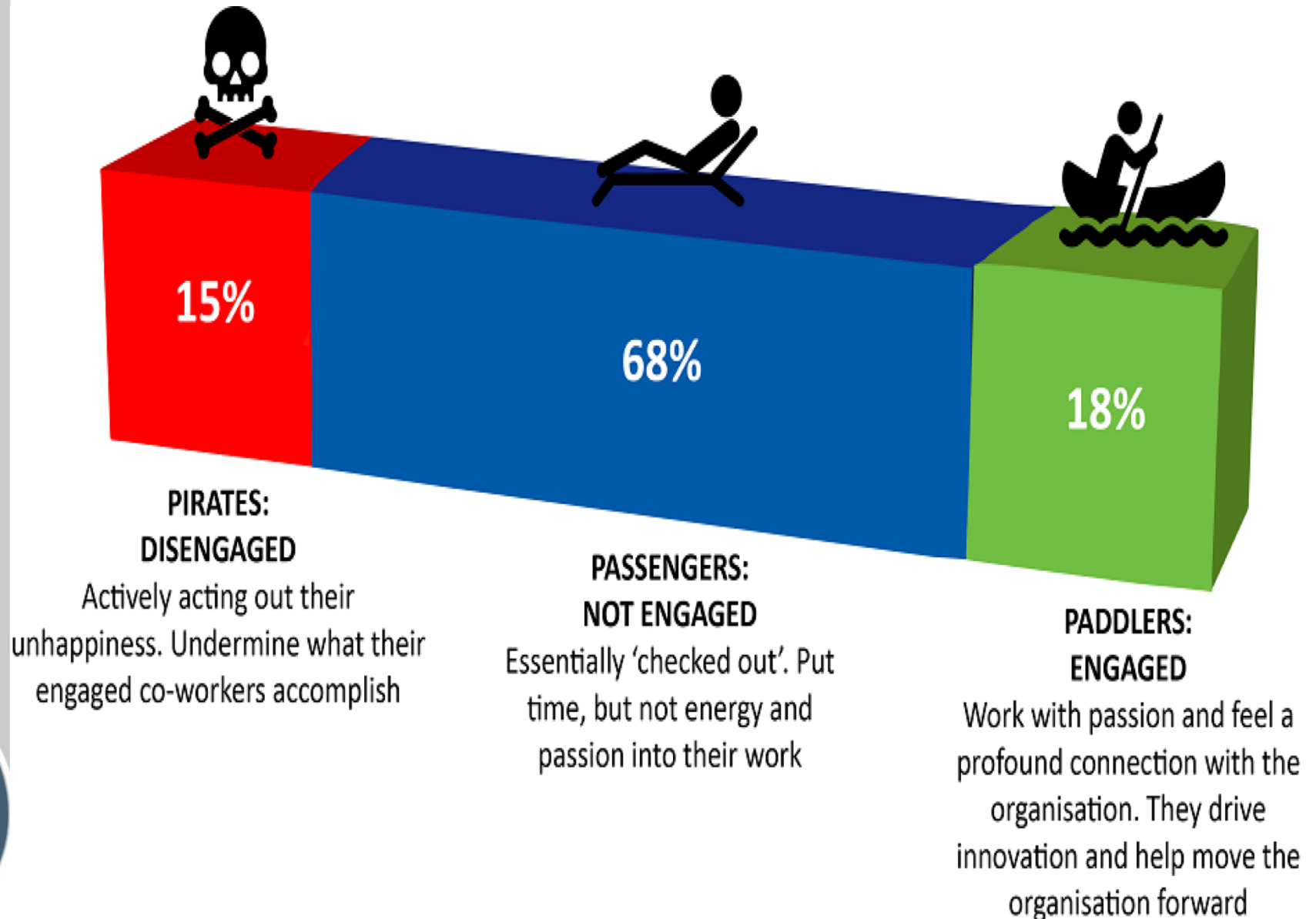
- only deals with how happy or content employees are.
- covers the basic concerns and needs of employees.
- does not address employees' level of motivation or involvement

Engaged employees

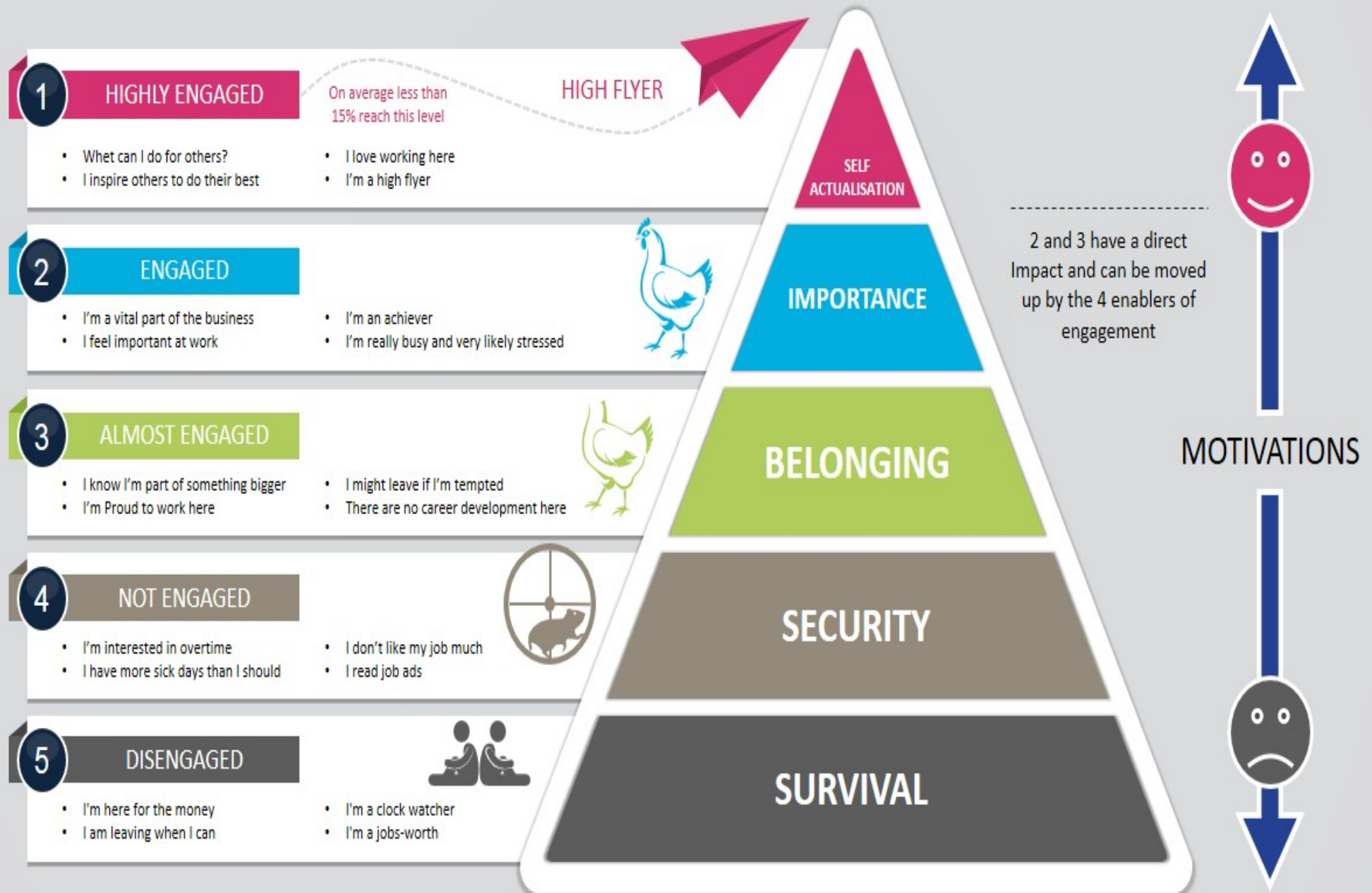
- are motivated to do more than the bare minimum needed in order to keep their jobs.
- They yearn for growth and profit.



Current State of Engagement?



MASLOW'S HIERARCHY OF EMPLOYEE ENGAGEMENT



Engagement Drivers



| Meaningful work | Hands-on management | Positive work environment | Growth opportunity | Trust in leadership |
|------------------------------|----------------------------------|-------------------------------------|---------------------------------|---------------------------------|
| Autonomy | Clear, transparent goals | Flexible work environment | Training and support on the job | Mission and purpose |
| Select to fit | Coaching | Humanistic workplace | Facilitated talent mobility | Continuous investment in people |
| Small, empowered teams | Invest in management development | Culture of recognition | Self-directed, dynamic learning | Transparency and honesty |
| Time for slack | Modern performance management | Inclusive, diverse work environment | High-impact learning culture | Inspiration |
| A focus on simplicity | | | | |



Benefits of Is Engagement?



Source: Gallup "State of the Global Workplace Report"



Your Role in Your Meaningful Engagement?

- Exercise autonomy and self-determination
- Set your own goals
- Redesign your job
Your tasks, your relationships, and your thoughts.
- Seek out opportunities to grow
- Take care of your overall well being
- Celebrate your progress
- Prioritize activities that feel good
- Create space for flow
- High level of consciousness
- Value driven engagement



OHP Career Development

| | | | |
|--|--|---|--|
| Professional qualifications | Core qualifications | Consider an MSc or diversify into safety, health promotion, business studies. | Consider an MBA /PHD or similar – make this business focused. |
| Competency | Typically developing and maturing technical competency in aspects of practice – eg health surveillance, case management. | Governance and assurance. Legislative knowledge, QMS | Strategic and operational deployment. |
| Management and leadership qualities | Develop yourself, peer groups | Develop others and teams. | Develop department and function. |
| Stakeholder management | Local management. SHEQ, Risk, HR , EAP | Middle management, eg heads of functions/departments. | Senior management, board or executive team. |
| Networking | Peers, professional body, | Sector/industry, allied professional groups. | Central and regional government, NGOs, allied professional groups. |



What value do you bring?

"You Don't Get Paid By The Hour. You Get Paid For The Value You Bring To The Hour."

- Jim Rohn

SelfMadeSuccess.com



Thank you
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