

Mental Health and Wellbeing Charter

for the Victorian Public Sector

This charter establishes the objectives and actions the Victorian Public Sector commits to in promoting a mentally healthy and safe workplace. The Victorian Public Sector recognises that mental health and wellbeing is critical in delivering the outcomes of Government services.

Vision

An engaged Victorian public sector workforce that is mentally and physically safe and healthy.

Mission

As an employer the Victorian Government will collaborate to promote a working environment and safety culture that places a high priority on the health, safety and wellbeing of staff and clients.

Our commitment

The Victorian public sector is committed to achieving our vision by taking a holistic and inclusive approach to supporting mental health at work; promoting positive mental wellbeing, preventing mental injury and illness and where mental injury and illness occurs, taking action to support recovery (see Figure 1).

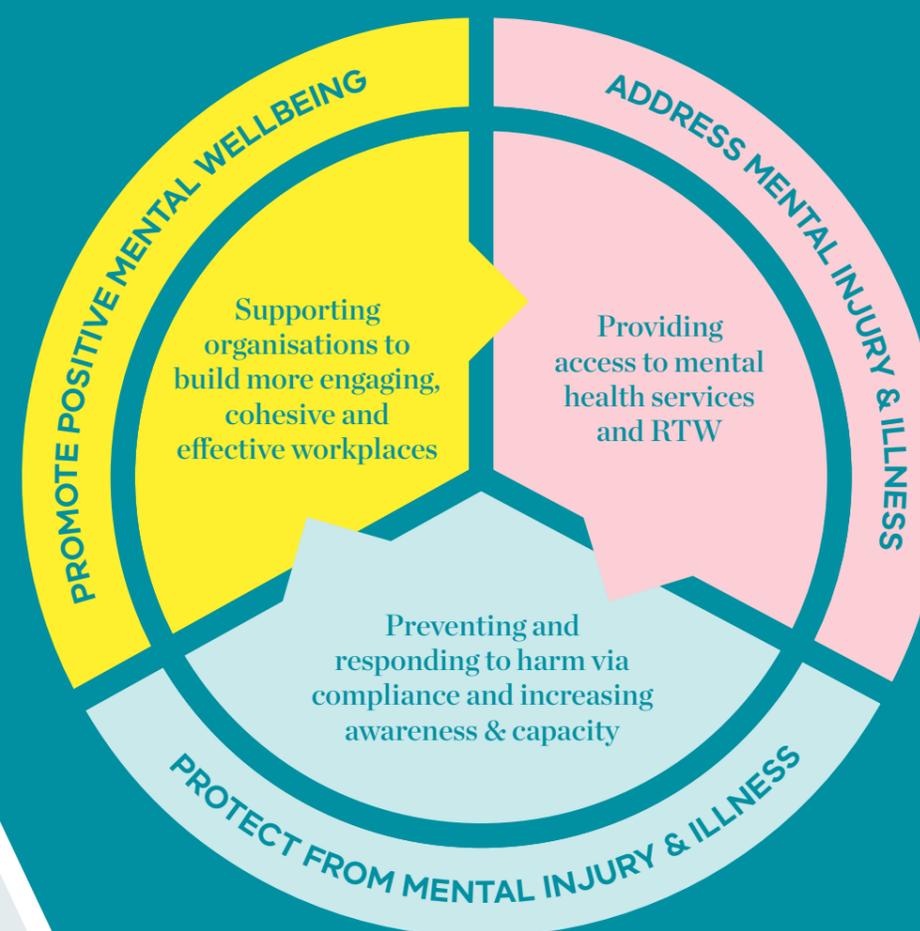


Figure 1. The integrated approach to mental health

An integrated approach to mental health covers the spectrum of mental health and wellbeing at work, from:

- Promoting positive mental health by developing positive aspects of work and worker strengths/capacities through proactive programs and positive leadership;
- Protecting mental health by reducing work-related risk factors (e.g. job design, policy and procedure to prevent and address workplace bullying); and
- Addressing mental health injury or illness by providing pathways to appropriate support, promoting recovery and return to work. (LaMontagne et al. 2014).

We will do this by:

- Embedding mental health and safety risk management processes into occupational health and safety management systems to ensure both physical and mental health and safety is supported systematically and effectively
- Leaders championing mental health and wellbeing initiatives
- Developing a culture, skills and environment that empowers workers to raise and better recognise mental health issues in order to assist themselves and their colleagues
- Data collection and reporting that improves our understanding of mental health and wellbeing in the public sector to inform continuous improvement in the programs and services offered to employees
- Delivering evidence-based training programs that support the capability of managers and workers (including Health and Safety Representatives) in identifying, preventing, protecting and addressing mental injury and illness, as well as promoting positive mental wellbeing
- Consulting, communicating and providing services that support mental health and wellbeing that can be accessed and used by all employees.