

Supporting a healthy Victorian public sector



Vision

An energised Victorian public sector workforce that is mentally and physically safe, and able to meet the needs of the community.

Who's involved?

- Victorian Government departments
- Public sector organisations
- Public sector unions



What are we doing?

Promoting positive mental health and wellbeing

Leading the way

A document that provides a holistic framework to support the public sector to lead the way in improving health and safety, including mental health and wellbeing

Mental health and wellbeing charter

A commitment from public sector leaders to drive and support mental health and wellbeing in their workplaces.

Minimum data set

Mental health and wellbeing performance indicators to be used by each department to measure their performance.

Education and training framework

Outlining the minimum education and training for all public sector leaders, line managers and employees to be able to identify risks to mental health and promote mental wellbeing.

Preventing and responding to occupational violence and aggression

Occupational violence and aggression

Opportunities for interdepartmental collaboration to identify leading practice in the prevention, management and response to occupational violence and aggression (OVA) across the sector.

What does success look like?

Overall outcome

A Victorian public sector that takes a holistic and inclusive approach to health and safety, promotes positive mental health and wellbeing and effectively prevents and responds to OVA in the workplace.

Individual level

- Senior leaders demonstrate leadership, accountability, and commitment to improving physical and mental health and wellbeing.
- Managers champion mental health and wellbeing initiatives.
- Managers and employees have the capability to identify, prevent and address mental injury and illness and promote positive mental health and wellbeing.
- Health and safety representatives have the capability to identify hazards and risk factors relating to mental health and wellbeing.
- Employees are empowered to report mental health and wellbeing issues.
- Employees understand the approach to OVA prevention and response and do not accept OVA as being part of the job.

Organisational level

- Effective systems are in place.
- Accurate data is available to improve understanding.
- A supportive organisational culture is fostered.
- Best practice methods for preventing and responding to OVA are in place.
- Continuous improvement is embedded into practice to better position us for future challenges.
- Improved annual reporting, informed by *Leading the Way* and the minimum data set.

How will we measure progress?

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Stage one: Feb 2017—Dec 2018 Victorian public service

- **Leading the Way** framework adopted
- **mental health and wellbeing charter** communicated to all employees
- **mental health awareness education resources** developed and distributed for implementation of training
- **education and training** completed by 80 per cent of executives, human resources staff, managers and supervisors
- **mental health and wellbeing lead and lag indicators** reported and shared annually
- **best practice forums and sub-committees** have been developed and forums convened for knowledge sharing
- **OVA guide** for the Victorian Public Service developed
- **document: *Managing OVA through the built environment*** endorsed
- **OVA training guidelines** provided, consistent with agreed training principles.

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Stage two: Jan 2019—Dec 2020 Victorian public service and rollout to broader public sector agencies

By July 2019:

- **education and training** in mental health awareness completed by 100 per cent of public service executives, human resources staff, managers and supervisors across the public service
- **minimum data set** information used for annual reporting as a part of continuous improvement.

By July 2020:

- **education and training** in mental health awareness has been completed by 100 per cent of the public service workforce, including health and safety representatives.

By December 2020:

- **systems approach** to the prevention, management and response to OVA adopted
- **mental health and wellbeing charter** communicated to broader agencies, **minimum data set** and **leading the way** provided to other agencies.
- workload management guidelines developed.

Additional information

For further information about how we are improving health and wellbeing in the workplace, contact your local or corporate employee health safety and wellbeing support unit.