

Strategic Framework

STRATEGIC CONTEXT

- Victoria depends on the skills and dedication of 125,000 emergency management staff and volunteers (that is all of the people in all of the organisations) to support the community to prepare for, respond to and recover from emergencies. To do that work effectively people need to be mentally healthy.
- Barriers to good mental health and wellbeing exist at sector, organisational and individual level.
- Recent Beyond Blue research highlights the high incidence of mental distress and need for cultural change in the emergency services sector.
- WorkSafe has identified a series of work related factors that contribute to poor mental health and the elements of a mentally healthy workplace.
- Research commissioned by the Movember Foundation on program effectiveness for first-responder mental health and wellbeing highlights a lack of collaboration, use of programs that are not validated, cohort differences in preference for various programs, no gender lens being applied to programs, and agencies trying to find the balance between getting the job done and protecting their people.

VISION

**Victorian emergency management workers
are mentally healthy**

PURPOSE

**To improve the mental health and wellbeing of the
Victorian emergency management sector**

STRATEGIC FOCUS

Bring people together to collaborate

Drive research to build the evidence base

Foster innovation and good practice
through the translation of knowledge

Form strategic partnerships
to maximise the opportunity to improve

KEY STATEMENTS

- ESF is the only organisation with a dedicated focus and a whole of sector perspective on improving mental health for the emergency management sector.
- We can be better together when we learn, share and implement practices that improve mental health for everyone in the sector.
- ESF brings together experts from within and outside the sector in a unique operating model

STRATEGIC OUTCOMES

- Better mental health and wellbeing outcomes through collaboration and improved capacity within agencies to address shared issues
- A strong evidence base for programs and services to improve wellbeing
- Raised standards of good practice
- Maximising the opportunity to achieve ESFs purpose

Strategic Plan 2020-2023

VISION Victorian emergency management workers are mentally healthy

PURPOSE To improve the mental health and wellbeing of the Victorian emergency management sector



BRING PEOPLE TOGETHER

CONNECT, HARNESS & GROW the collective wisdom and strength of the sector in relation to mental health and wellbeing

- Chair a WorkWell Learning Network to cultivate sector wide collaboration
- Host thought leadership events that offer opportunities for exchange of knowledge and expertise
- Support different cohorts to build understanding of different needs.
- Explore ways to educate general medical practitioners

Better mental health and wellbeing outcomes through collaboration and improved capacity within agencies to address shared issues



DRIVE RESEARCH

IDENTIFY opportunities to learn, focusing on the needs of a mentally healthy sector now and into the future

- Establish and drive a research agenda to build the evidence base and inform our work
- Conduct gap analysis to understand room for improvement in early intervention services
- Validate mental health and wellbeing programs
- Provide ESF scholarships to address knowledge gaps
- Facilitate communication and translation of research to encourage good practice

A strong evidence base for programs and services to improve wellbeing



FOSTER INNOVATION

ARM people with evidence and knowledge to drive good practice

- Build a sector wide view of programs and services
- Create and share a mental health and wellbeing knowledge digest
- Harness opportunities to gather insights from different cohorts (including a gender lens) to inform good practice
- Better understand help seeking / stigma
- Advocate for the sector

Raised standards of good practice



FORM STRATEGIC PARTNERSHIPS

SEEK OUT relationships to support the sector to improve mental health and wellbeing outcomes

- Identify and work with experts outside the sector.
- Establish an alliance partner program to improve our capacity to address shared mental health and wellbeing challenges
- Create a network of ambassadors
- Support agencies as required in response to major events
- Develop and implement a multi-dimensional fundraising plan

Maximising the opportunity to achieve ESFs purpose

An Alliance Model

AGENCIES

Prevent, promote and respond to the mental health and wellbeing of their people

