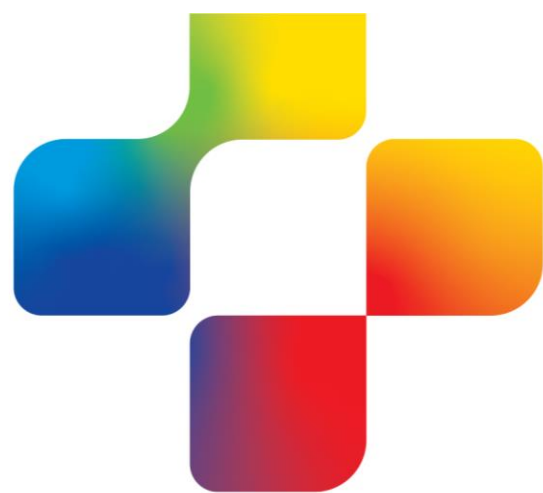


ESF IMPACT

newsletter

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Retiring Well *an organisational approach*

In collaboration with the ESF [Learning Network](#) and with funding from [WorkSafe WorkWell](#), ESF has developed a framework to guide agencies across the sector to take a systematic approach to supporting emergency service workers (ESWs) flourish in retirement.

The Transition to Retirement framework is a key component of ESFs Well Beyond program which responds to a gap in service provisions for older, retiring and retired ESWs. In recent years there has been a growing number of recommendations from major reports and inquiries to better support retired ESWs, with a finding of the Beyond Blue study of 21,000 ESWs pointing to the risk of mental health issues increasing across the career and into retirement.

Financial preparedness has been the primary focus of retirement planning, whereas transitioning out of a career in the emergency services is a complex and potentially disruptive experience in a range of social and psychological dimensions. The framework supports retirement preparation by recommending proactive measures to prevent a range of wellbeing issues emerging after service, emanating from such things as accumulated trauma and the loss of camaraderie, identity, and purpose.

The framework takes an organisational and whole-of-career perspective identifying roles and responsibilities for line managers, HR teams and the sector. As well as being holistic and action-oriented, it includes links to a range of useful resources. It is available [online here](#) and will also be made available in a format that agencies can adapt to their organisational context.



Developed over one and a half years of collaboration with different partners and stakeholders including retirees. The framework is informed by [five studies](#) conducted or commissioned by ESF. It is another example of how the ESF brings the sector together to strategically improve mental health outcomes.

better together

RESPONSE

I am impressed. This framework gives a whole new approach to managing some of the risks faced by older workers. By taking a whole of career perspective and whole of organisation, it is a preventative approach, and it also helps to see factors inside and outside the agency that influence our people as they get older

Rachel Treeby, Manager Mental Health and Wellbeing, VICSES

This tool is very practical and aligns with our current mental health and wellbeing plan which supports people across the career cycle. It could be adapted for other transitions, such as operation to corporate roles. An excellent example of translating knowledge into action.

Sophie Barrett, Senior Manager VACU, Ambulance Victoria



Thank you for an excellent presentation and for your incredible work on this piece. I can already see immense value in this and cannot wait to share it among our networks.

Henry Bowen, Senior Research Officer, Military and Emergency Services Health Australia

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