
ESF Strategy

Values

We are leaders

We are curious

We are collaborative

We lean in to fill gaps

We are evidence informed

Purpose: Reduce the detrimental impact emergency service work has on the mental health of the workforce through the development of leading practice prevention initiatives

Our niche: Upstream prevention and early intervention

10 Year Target: Greater confidence, consistency and impact in leading practice approaches for the prevention of mental ill-health across the Victorian emergency management sector

Who we work for: The benefit of all current and past Victorian emergency management personnel and their families

Key stakeholder: Victorian emergency management sector

ESF's unique value:

- We engage with 15 Victorian emergency management organisations to **collaborate** on mental health
- We can **reach** and benefit up to 139,000 people across Victoria's emergency management sector
- We **advocate** to position the prevention of mental ill-health as a strategic priority on behalf of the sector
- We identify and pursue the filling of **knowledge** gaps to improve evidence and develop leading practice

How we work

Explore and understand leading practice

Identify sector needs and issues

Collaborate for action

Innovate, design, test and evaluate

Operationalise

Our 3 Year Goals 2025

01

ESFs MH **leadership** programs are widely used across the sector

02

ESF has contributed to building mental health **resilience** across the sector through the introduction of leading practice initiatives

03

People in **transition** are better supported to flourish post service

04

Families of Victorian emergency service workers are better supported through a program of initiatives

05

MH **stigma** is decreasing across the sector

06

ESF facilitates discussion on the benefits of sector wide collaboration on **data, measurement and benchmarking** to drive better mental health outcomes.

07

ESFs operating model is healthy and financially **sustainable**

Our 1 Year Goals 2023 *calendar year

01

Translate **Leading** for Better Mental Health into a fully costed program available for delivery by ESF or accredited third parties

02

Develop and deliver a program for executive **leaders** to support workplace mental health

03

Ready and able to pilot the **resilience** intensive Residential Wellbeing Program

04

Translate Well Beyond peer coaching pilot into a sustainable program to support **transition**

05

Gather evidence to help gain sector support for a suite of initiatives that will better support **families**

06

Lived Experience program defined and planned to help build **resilience** and address **stigma**

07

Understand current sector practice in managing vicarious trauma as way of maintaining **resilience**

08

Initiate conversation about a collaborative approach to **data collection** and measurement

09

Fundraising strategy developed with targets agreed and financial **sustainability** improved

Success and outcomes for our 3 Year Goals 2025

01

ESFs MH **leadership** programs are widely used across the sector

- Number of participants
- Number of agencies involved
- Leadership impact over time

02

ESF has contributed to building MH **resilience** across the sector through the introduction of leading practice initiatives

- Residential Wellbeing Program is operational and shown to benefit individuals and organisations
- MHM expanded to include paid staff and their partners
- Vicarious trauma is better acknowledged and more proactively managed

03

People in **transition** are better supported to flourish post service

- Number of agencies with transition programs
- Positive experience of coaching participants

04

Families of Victorian emergency service workers are better supported through a program of initiatives

- Programs in place
- Programs are easily accessible
- Programs meet the need of families

05

MH **stigma** is decreasing across the sector

- People are aware there is MH stigma that must be addressed as a priority
- People believe ESF is having an impact to reduce stigma

06

Sector has collaborated to establish an agreed approach on benchmarking across **key metrics** that drive positive mental health outcomes

07

ESFs operating model is healthy and financially **sustainable**

- Growth in capacity
- 12 months of operating costs in the bank