



Mental Health & Wellbeing

*A sector-wide view of
Victorian emergency services' programs*

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**EMERGENCY
SERVICES
FOUNDATION**

better together



Meet the Team



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Leala Carbonneau



Mia Francisco



Abigail Henry

Topics

01

The Goal

A mentally healthy workplace for employees and volunteers.

02

Our Findings

A sector-wide overview of the mental health and wellbeing space.

03

Discovering the Gap

Enhancing programs in the promotion space.

04

Our Recommendation

C.A.R.E, a model for thriving tactics.

Don't Wait for the Wheels to Fall Off



**Fully
Functional**



**Change Oil
and Tires**



**Needs
Maintenance**



**Not
Starting**

Strategic Priorities of the Sector



Prevention



Treatment



Education



**Risk
Assessment**

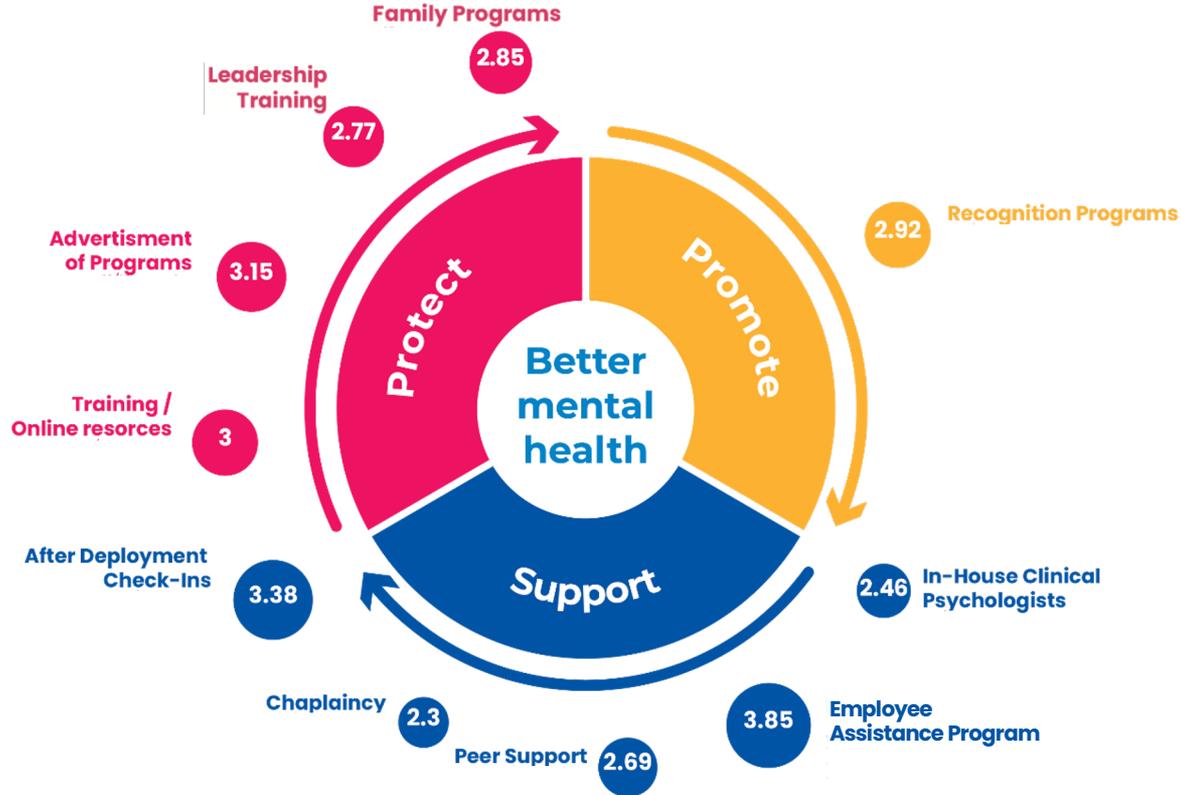


**Early
Intervention**

Beyond Blue Good Practice Framework



Our Findings



Our Findings - Support

After Deployment Check-Ins

- 12/13 agencies
- 7 developing
- 5 well-established

3.38

In-House Clinical Psychologists

- 6/13 agencies
- 3 developing
- 3 well-established

2.46

Chaplaincy

- 6/13 Agencies
- 2 Developing
- 4 Well-established

2.3

Employee Assistance Program

- 13/13 agencies
- 5 developing
- 8 well-established

3.85

Peer Support

- 9/13 agencies
- 4 developing
- 5 well-established

2.69

Support

Our Findings - Protect

Leadership Training

- 10/13 agencies
- 6 developing
- 4 well-established

2.77

Advertisement of Programs

- 12/13 agencies
- 8 developing
- 4 well-established

3.15

Training / Online Resources

- 12/13 agencies
- 9 developing
- 3 well-established

3

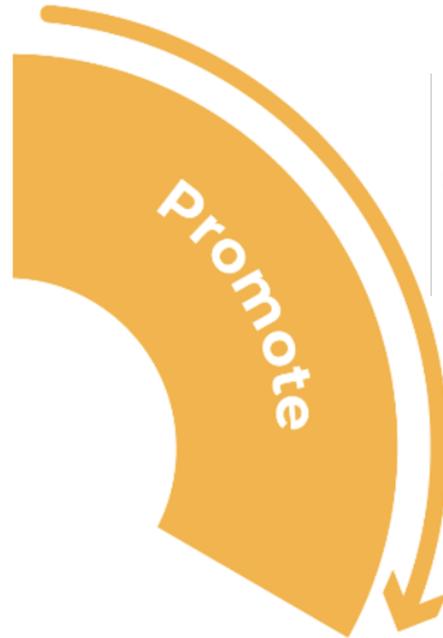
2.85

Family Programs

- 12/13 agencies
- 8 developing
- 4 well-established

Protect

Our Findings - Promote



2.92

Recognition Programs

- 12/13 agencies
- 8 developing
- 4 well-established

Thrive at Work Framework

Thriving: being energised, feeling valued, and feeling that what you do is valued



Thrive at Work Framework



Promote Thriving

Optimise well-being and generate future capabilities.

✓ Promote Purpose & Growth

- Provide visions & foster purpose
- Foster confidence & learning
- Support career progression & lifelong development

✓ Promote Connection

- Value connections & diversity
- Foster work connections & linkages
- Enable diversity and inclusion

✓ Increase Personal Resources for Thriving

- Support job crafting for personal growth
- Foster positive psychology practices
- Support community engagement

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Introducing CARE



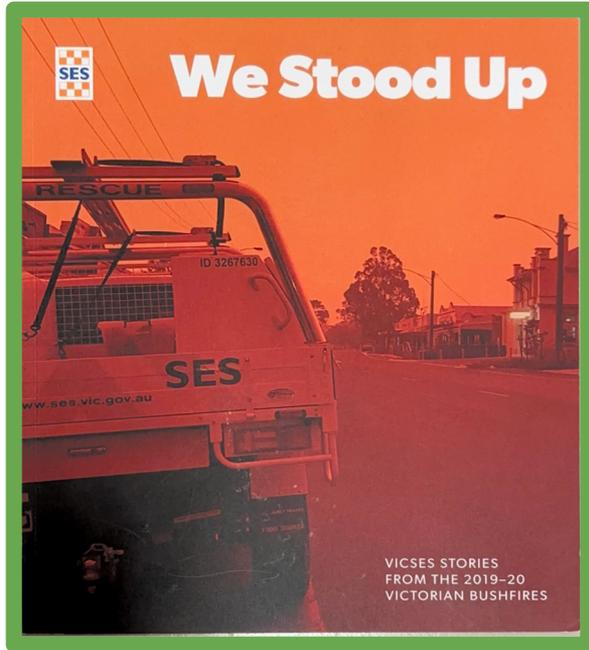
Connection
Acknowledgement
Relationships
Empowerment

Connection



State Emergency Service, 2023

Acknowledgement



State Emergency Service, 2023

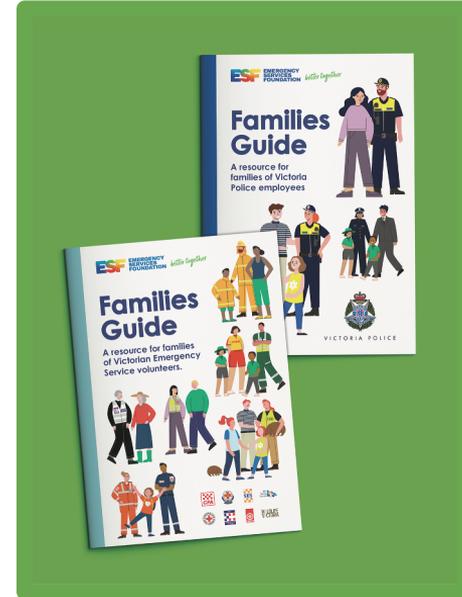


Life Saving Victoria, 2017

Relationships



Victorian Council of Churches Emergencies Ministry



Emergency Services Foundation, 2024

Empowerment

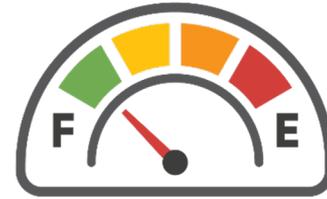


Australian Red Cross, 2022

Recommendation- Fuel Your Cars

Don't Wait Until the Wheels Fall Off

Thrive



Questions?