



**Workplace
Wellbeing
Program**



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Workforce Wellbeing Strategy @ Banyule Community Health

Tuesdays with Nexus presentation 4th April 2023

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Workplace Wellbeing @ BCH in a nutshell



The Banyule Community Health Workplace Wellbeing Program has adopted an integrated approach that focuses on managing the work-related risks, (Protection); promotes wellbeing (Promote) and provides workplace support when poor mental or physical health prevails.



An integrated approach to better mental health, based on Tony LaMontagne's integrated approach model



Why have a Workplace Wellbeing Strategy? Prevention, Protection and Effective Responses

- Because a safe and healthy workplace makes good business sense
- Providing healthy & safe workplace benefits everyone
- Because society and workplaces are diverse
- Because mental illness can affect anyone
- Because it is the law, to eliminate and minimize H&S risks in the workplace: OH&S Act 2004 (amended 2021)
- Everyone's mental health has been impacted by the pandemic

Source: [1. Mental health in the workplace | Australian Human Rights Commission](#)



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Research bases for our WWB Strategy



- Heads Up (Beyond Blue) framework:

[Our work in improving workplace mental health - Beyond Blue](#)

- Five Ways to Wellbeing <https://5waystowellbeing.org.au/>



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Core Elements of Heads Up framework: Organisational development



- 1. Leadership support
- 2. Identify needs: Situational analysis at Banyule Community Health
- 3. Develop the Plan
- 4. Monitor, Review & Improve



Core elements of Heads Up framework: 9 attributes of a healthy workplace

1. Prioritising mental health
2. Trusting, fair & respectful culture
3. Open & honest leadership
4. Good job design
5. Workload management
6. Employee development
7. Inclusion & influence
8. Work/Life balance
9. Mental health support



Timeline in developing our strategy



- Early 2020: Establish Workplace Wellbeing Working Group
- October 2020: Situational analysis of current programs, policies, procedures and practices
- November 2020: Staff survey, SWOT analysis and Focus Groups
- Early 2021: Develop the Plan
- 9 Sept 2021 (R U OK Day): Launch the Strategy
- Ongoing: Implementation, Monitor, Improve



The Five Ways to Wellbeing



The 4 sub plans that comprise our Workplace Wellbeing Strategy

- Embed leadership support
- Good psychological health is supported
- Foster connectedness
- Understand, support & respect difference



EMBED LEADERSHIP SUPPORT



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- Upskilling our leadership team with Mental Health First Aid training
- Workplace Wellbeing Agenda item at Team Meetings, supported by Wellbeing Champions
- Line management meetings incorporate discussion regarding wellbeing
- Monthly updates to Team Leaders and General Managers regarding Inclusion & Wellbeing initiatives; and quarterly dashboard report on progress



GOOD PSYCHOLOGICAL HEALTH IS SUPPORTED

- Workplace Recognition Awards: Staff recognition by their peers who live our organisational values (Passion. Dignity. Quality)
- Co-design a support system for workers disclosing mental health issues, including a personalised wellness strategy/self care plan
- Review organisational processes in relation to unexpected leave and return to work, so that the process is understood and supports recovery for both physical and psychological injuries
- Establish Workplace Wellbeing Champion in each team
- Improve our internal and external work environments to create spaces that support Workplace Wellbeing
- Acknowledge that some teams have experienced barriers to accessing Workplace Wellbeing activities and work with them on creative ways to enhance their wellbeing at work



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FOSTER CONNECTEDNESS



- Inclusion and Wellbeing Lead supports and develop an ongoing calendar of face to face and virtual activities which foster connectedness, eg:
 - 1000 minute Challenge
 - Lunchtime Learning sessions
 - Buddy Brunches
- Use multiple communication platforms- Sharepoint, team meetings, emails, and MS Teams to promote and encourage involvement in the Workforce Wellbeing Program, resources and activities
- Hybrid models of working to balance flexibility and connectedness



UNDERSTAND, RESPECT AND SUPPORT DIFFERENCE.



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- Inclusion & Diversity Plan launched Nov 2021
- Reconciliation Action Plan launched Dec 2022
- Launch of the BCH Peer Work Framework Oct 2022
- Working towards Rainbow Tick Accreditation
- Co-design onboarding documents to acknowledge and support workforce diversity eg First Nations; Lived experience
- Co-design workforce training with Peer Support workers.
- Co-design events and activities that celebrate diversity in all its forms- social, cultural, gender, sexual orientation, background and lived experience.



One of our Intake workers, Nirali,
clocking up k's on the stationary bike



Any Questions or Comments?

E-mail to:

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