



**Workplace  
Wellbeing  
Program**



**connect**



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**be aware**



**help others**

# **The Five Ways to Wellbeing: Developing a workplace wellbeing program**

**Victorian AOD Service Provider's Conference, 2<sup>nd</sup> June 2023.**

**Jo Southwell, Wellbeing & Inclusion Lead: [jo.southwell@bchs.org.au](mailto:jo.southwell@bchs.org.au)**

# Acknowledgement of Country & Starting our session in a wellbeing way

**WOMINJEKA:**

**Wom: Come**

**Dje: I ask you  
to come**

**Ka: With  
purpose**

**SPARKLY  
HANDS**



# Workplace Wellbeing @ BCH in a nutshell



**The Banyule Community Health Workplace Wellbeing Program has adopted an integrated approach that focuses on Protection (managing the work-related risks); Promotion (promotes wellbeing 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 Support

- 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 for Strategy Development



Early 2020

- Workplace Wellbeing Working Group established

October 2020

- Programs, policies, procedures and practices analysed

November 2020

- Staff survey, SWOT analysis and focus groups

Early 2021

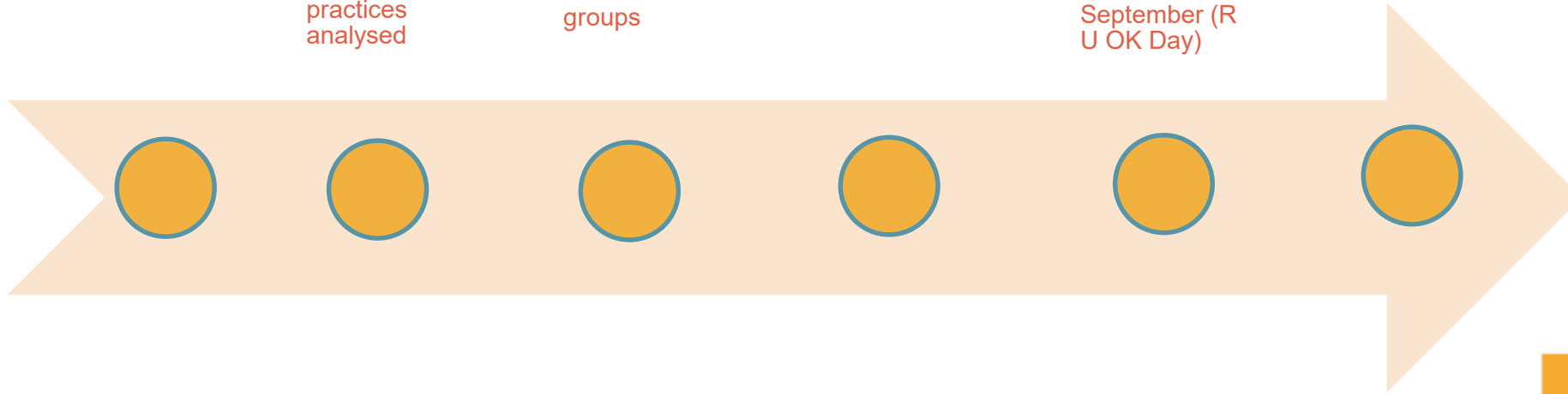
- Develop the Plan

Sept 2021

- Workplace Wellbeing Strategy launched on 9 September (R U OK Day)

Ongoing

- Implementation, monitoring and improvement of program





# 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 Leadership team with MHFA training
- Workplace Wellbeing on the Agenda
- Monthly updates to Leadership Team



# GOOD PSYCHOLOGICAL HEALTH IS SUPPORTED

- Workplace Recognition Awards
- Co-design supports for workers with MH concerns
- Review processes re unexpected leave and return to work
- Recruit Workplace Wellbeing Champion in each team
- Improve spaces that support Workplace Wellbeing
- Acknowledge barriers to access for some- get creative



be aware



## FOSTER CONNECTEDNESS

- Develop a calendar of activities
- Use multiple communication platforms
- Hybrid models of working to balance flexibility and connectedness



# UNDERSTAND, RESPECT AND SUPPORT DIFFERENCE.

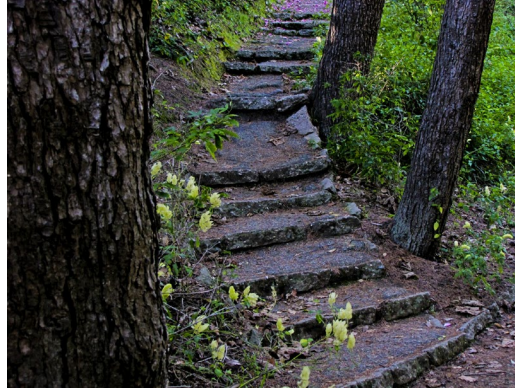
- Inclusion & Diversity Plan launched Nov 2021
- Reconciliation Action Plan launched Dec 2022
- Launch of the BCH Peer Work Framework Oct 2022
- Working our way towards Rainbow Tick
- Co-design onboarding
- Co-design workforce training
- Co-design events and activities



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## Next Steps .....



- Continue to listen to our workforce, to monitor and improve our Workplace Wellbeing Strategy
- A BIG focus in 2024 will be on PREVENTION in relation to psycho- social risks, and hazards in our workplace, using [People at Work](#) website



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



**Any Questions or Comments?**

**E-mail to:**

**[workplacewellbeing@bchs.org.au](mailto:workplacewellbeing@bchs.org.au)**

