

The Guardian

Victoria police minister Wade Noonan takes break from 'unspeakable' crimes

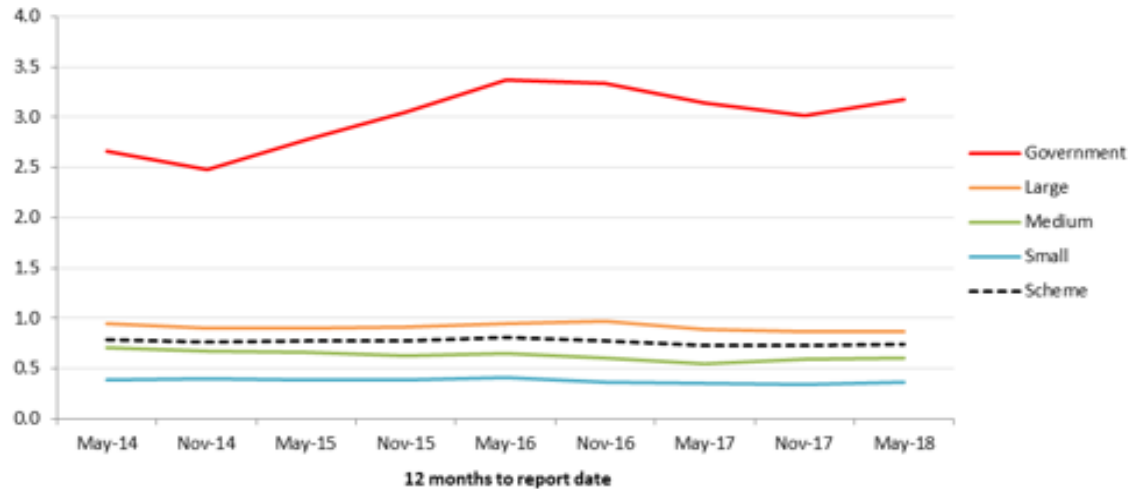
Frontbencher says it has been 'difficult to cope with the constant exposure to traumatic events' and he is taking three months' leave from his duties



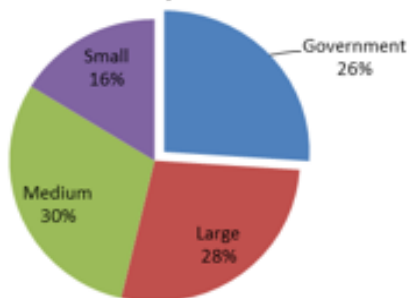
Victorian police minister Wade Noonan said the accumulation of experiences 'had taken an unexpected toll'. Photograph: Julian Smith/AAP

Victorian mental injury claims - Claims per million hours worked (CpMHW)

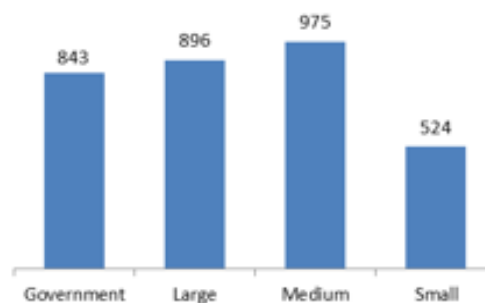
Rolling 12 CpMHW by segment - mental injury claims



Percentage of all mental injury claims 12mths to May-18



Number of mental injury claims 12mths to May-18



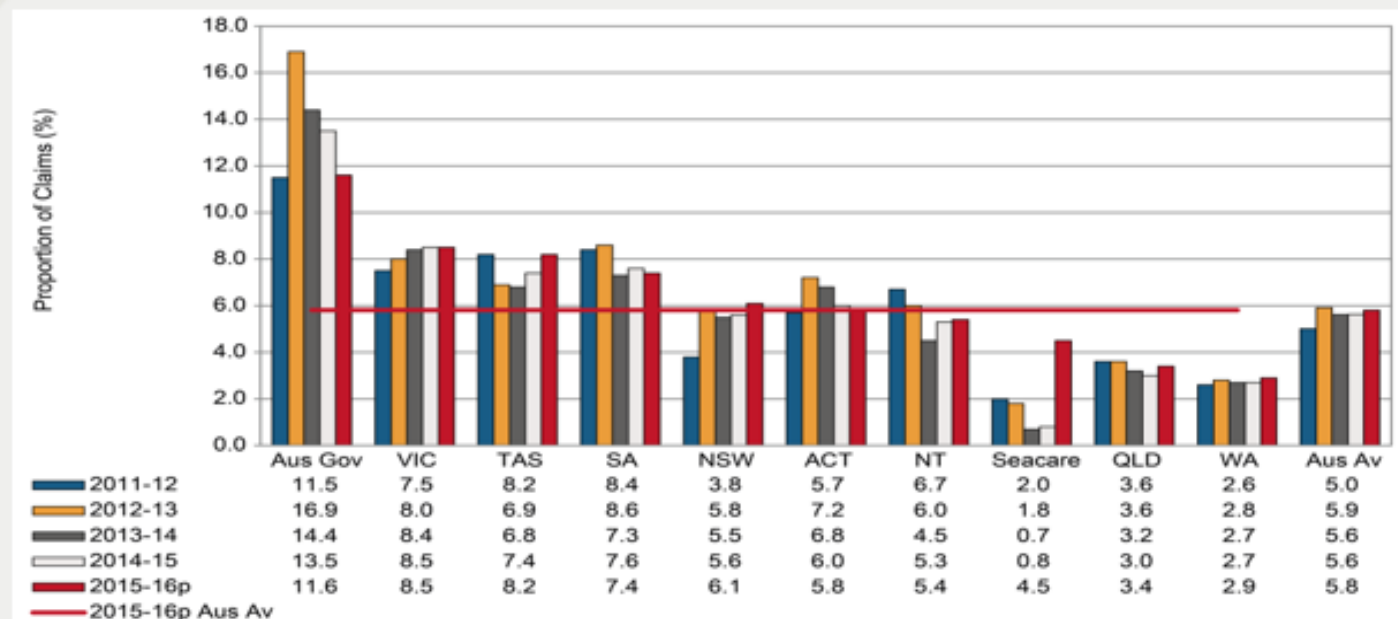
- Government employers mental injury claim rate is significantly higher than other segments and is increasing.
- They account for 26% of all mental injury claims.
- Although we focus largely on government here, we can't lose site of the other 74%.

Safe Work Australia data – serious claims involving mental stress by jurisdiction

Mental stress

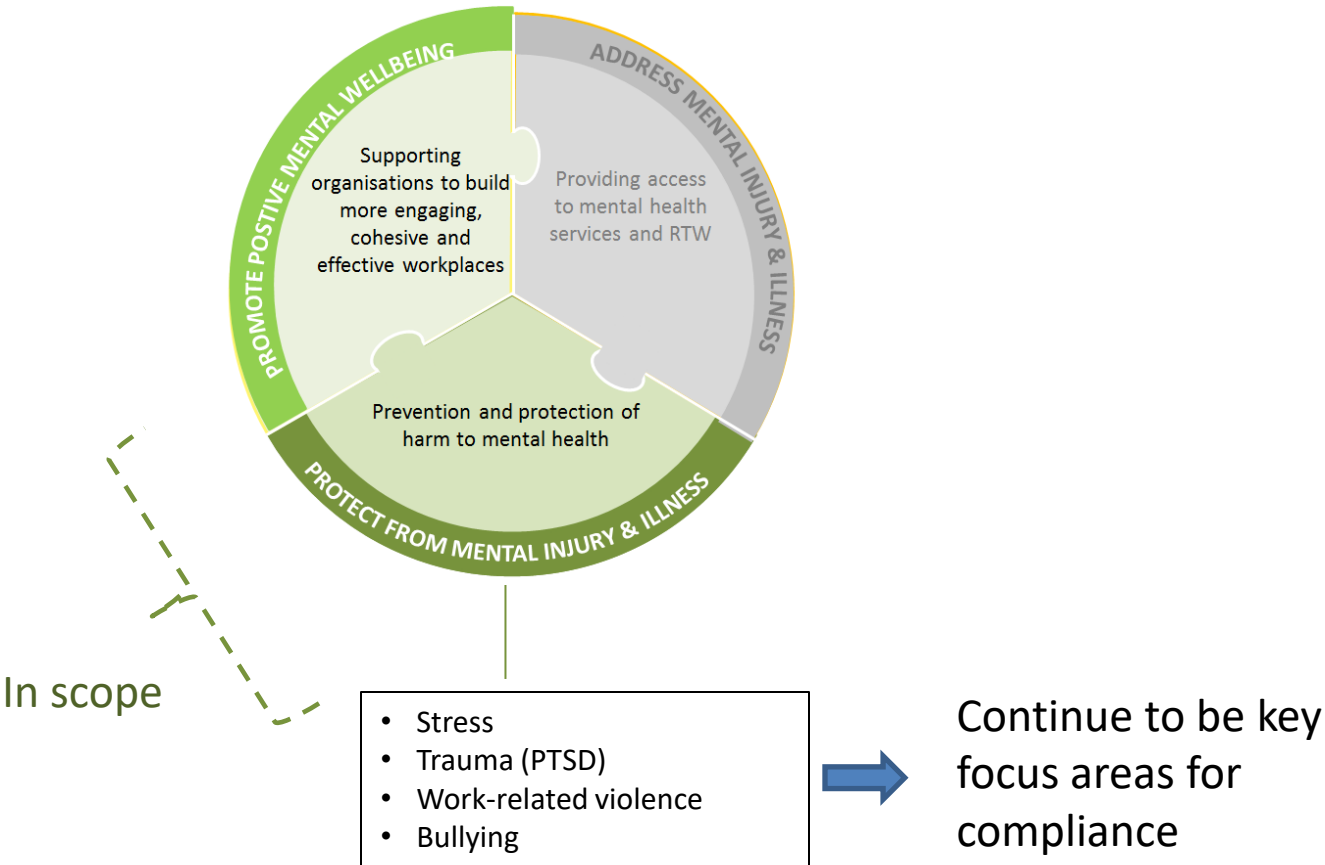
The proportion of serious claims due to Mental stress in Australia increased from 5.0 per cent in 2011–12 to 5.6 per cent in 2014–15. The Australian Government had the highest proportion of Mental stress claims during 2014–15 (13.5 per cent), which is more than twice the Australian average. Seacare showed the lowest proportion of Mental stress claims during the same year (0.8 per cent of claims).

Indicator - Proportion of serious claims involving mental stress by jurisdiction



Source: Comparative Performance Monitoring Report 19th Edition – Published October 2017

Scope of focus: Towards best practice in mental health and wellbeing, underpinned by a sound OHS foundation



Mental Health and Wellbeing Charter

for the Victorian Public Sector

This charter establishes the objectives and actions the Victorian Public Sector commits to in promoting a mentally healthy and safe workplace. The Victorian Public Sector recognises that mental health and wellbeing is critical in delivering the outcomes of Government services.

Vision

An engaged Victorian public sector workforce that is mentally and physically safe and healthy.

Mission

As an employer the Victorian Government will collaborate to promote a working environment and safety culture that places a high priority on the health, safety and wellbeing of staff and clients.

Our commitment

The Victorian public sector is committed to achieving our vision by taking a holistic and inclusive approach to supporting mental health at work; promoting positive mental wellbeing, preventing mental injury and illness and where mental injury and illness occurs, taking action to support recovery (see Figure 1).

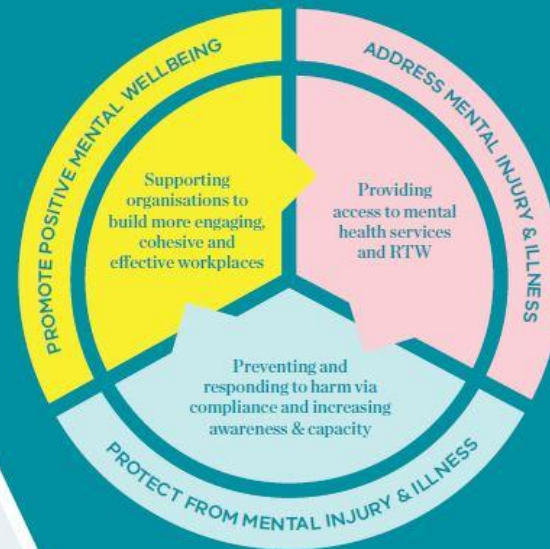


Figure 1. The integrated approach to mental health

An integrated approach to mental health covers the spectrum of mental health and wellbeing at work, from:

- Promoting positive mental health by developing positive aspects of work and worker strengths/capacities through proactive programs and positive leadership;
- Protecting mental health by reducing work-related risk factors (e.g. job design, policy and procedure to prevent and address workplace bullying); and
- Addressing mental health injury or illness by providing pathways to appropriate support, promoting recovery and return to work. (LaMontagne et al. 2014).

We will do this by:

- Embedding mental health and safety risk management processes into occupational health and safety management systems to ensure both physical and mental health and safety is supported systematically and effectively
- Leaders championing mental health and wellbeing initiatives
- Developing a culture, skills and environment that empowers workers to raise and better recognise mental health issues in order to assist themselves and their colleagues
- Data collection and reporting that improves our understanding of mental health and wellbeing in the public sector to inform continuous improvement in the programs and services offered to employees
- Delivering evidence-based training programs that support the capability of managers and workers (including Health and Safety Representatives) in identifying, preventing, protecting and addressing mental injury and illness, as well as promoting positive mental wellbeing
- Consulting, communicating and providing services that support mental health and wellbeing that can be accessed and used by all employees.

5. Psychological Health in workplace

The following statements refer to the way employee psychological health and safety is managed in your organisation.

Psychological health means the absence of psychological disorders and a feeling of wellbeing and esteem.

Psychological safety means freedom from threats to wellbeing such as stress, bullying and harassment. Based on your experiences in your current job, please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. Senior managers act quickly to correct problems or issues that affect an employee's psychological health	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. Senior managers act decisively when a concern around an employee's psychological status is raised	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. Senior managers show support for stress prevention through involvement and commitment	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
d. The psychological wellbeing of employees is a priority for my organisation	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
e. In my organisation, senior managers clearly consider the psychological health of employees to be important	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
f. In my organisation, senior managers consider the psychological health of employees to be as important as productivity	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
g. In my workplace, there is good communication about psychological safety issues that affect me	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
h. Information about workplace psychological wellbeing is always brought to my attention by my immediate supervisor	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
i. My contributions to resolving occupational health and safety concerns in my workplace are listened to	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
j. In my organisation, participation and consultation in psychological health and safety occurs with employees, unions, and health and safety representatives	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
k. In my organisation, employees are encouraged to become involved in psychological health matters	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
l. The prevention of stress involves all levels of the organisation	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Forward plan: Canadian Standards - Factors



Phase 1:
Endorsed April 2016

Phase 2:
Recommended in
April 2016

Phase 2:
Suggested at OHS
LG meeting in April
2016