

Mental Health and Wellbeing Strategy



To pro-actively provide and strengthen effective leadership across CAA member ambulance services to significantly reduce the likelihood of psychological harm to staff due to workplace factors.



1

Promote

Promote a positive mental health culture in the workplace through leadership, communication, policy/procedure, environment, work/job design, resource balance, rest and recovery.



2

Reduce

Reduce stigma around mental health conditions and psychological stress in the workplace.



3

Improve

Improve the mental health literacy of the workforce



4

Develop

Develop the capability of staff to interact with and help someone experiencing a mental health crisis, from identification through to return to work.



5

Ensure

Ensure that an integrated approach to mental health and wellbeing is woven through the workplace and that leadership at all levels model practices that promote a mentally healthy workplace culture.



6

Best Practice

Implement examples of best-practice and effective initiatives between services e.g. the Beyondblue guide for first responders.



7

Seek

Seek internal/ external specialist expertise to achieve improved mental health and wellbeing outcomes for the workplace.



8

Collaborate

Collaborate to ensure staff, during each phase of their career have adequate self-awareness, knowledge and support in relation to managing their personal mental health and psychological stressors.



9

Early Notification

Implement systems that provide the service with early notification of potential psychological harm realted risk.



10

Collect, monitor, and respond

Collect, monitor, and respond to data that evaluate the mental health and wellbeing of the workforce and the possibility of psychological harm occurring.