



WorkWell Mental Health Improvement Fund Round Two Briefing

Tuesday 17 July 2018
11.00 am – 12 noon

Claire Nivarovich
Director Mental Health Programs
WorkSafe Victoria

Emma Dunstan
Program Manager WorkWell
WorkSafe Victoria

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Webinar Outline

WorkSafe Vision, WorkSafe 2030 and WorkWell

General Information about The Mental Health Improvement Fund

- ◆ Funding Principles
- ◆ Key Information about Round Two Stages
- ◆ Round Two Guidelines
- ◆ Timeframes for Round Two

Key Learnings from Round One

Pre-submitted questions

Outcomes of Round One

Contracts are currently under negotiation with successful applicants

Recipients will be announced publicly in August

Successful projects target:

- ◆ Contact centre staff
- ◆ Shift workers in rural/regional Victoria
- ◆ The protected attribute of pregnancy and parenthood targeting retail, emergency services, construction and legal services sector
- ◆ The arts and entertainment industry
- ◆ Young workers in small and medium business

Information will be available on the WorkWell website on each project following the public announcement

Context

WorkSafe Victoria's Vision

"All Victorian Workers return home safe from work every day"

WorkSafe 2030

Prevention Led – Proactive initiatives to stop incidences of workplace injury and illness. Targeting employers and workers most at risk.

WorkWell

Aims to **promote** mental health and wellbeing in the workplace and **prevent** mental injury and illness for Victorian Workers.

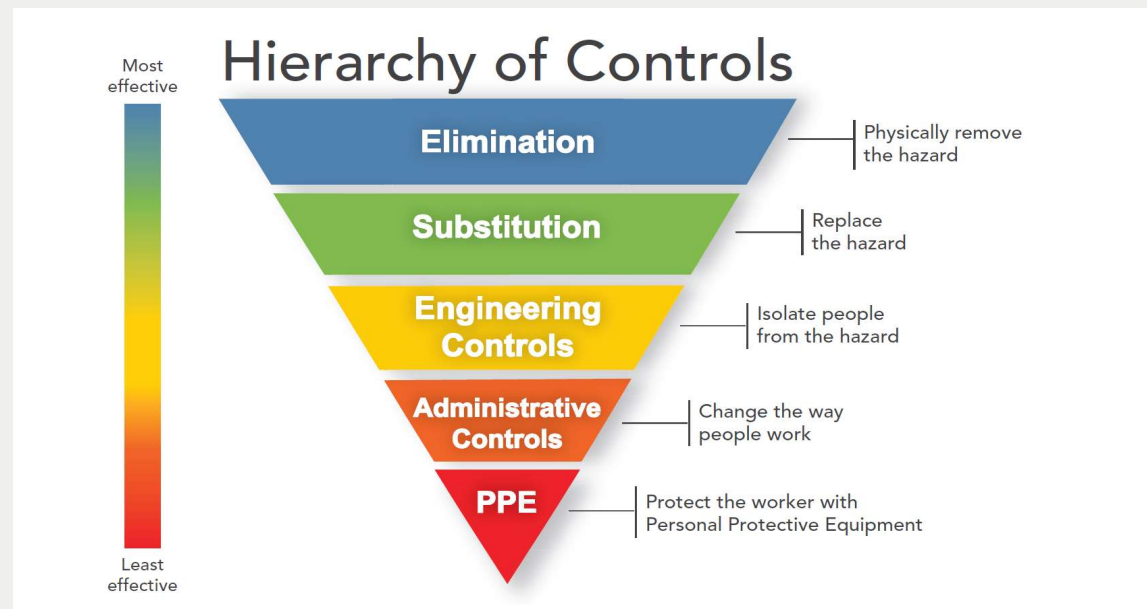
Mental Health Improvement Fund Funding Principles

Principle 1 – Prevention Focused

- ❖ Target how the workplace itself promotes positive mental health and wellbeing of employees.
- ❖ Reduce the impact of the workplace and its structures, systems and process, on the mental health and wellbeing of its employees.
- ❖ Include a focus on **higher order controls** and is informed by **the integrated approach to worker health, safety and wellbeing**.
- ❖ Go beyond building individual knowledge and skills regarding mental health.

Mental Health Improvement Fund Funding Principles

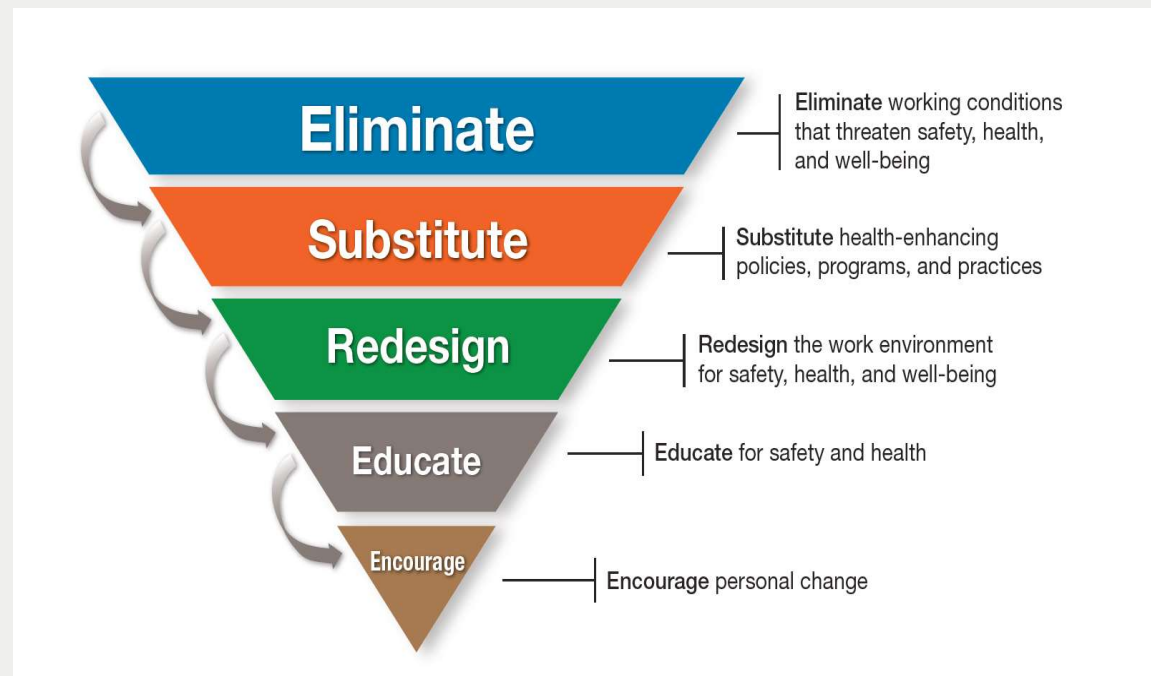
Standard Hierarchy of Controls for OHS (NIOSH* 2015)



*National Institute for Occupational Health and Safety

Mental Health Improvement Fund Funding Principles

Hierarchy of Controls Applied to Total Worker Health (NIOSH*)



*National Institute for Occupational Health and Safety

Mental Health Improvement Fund Funding Principles

What are the 'organisational factors' that can impact on an employees mental health and wellbeing?



- ◆ Work demands
- ◆ Levels of control over work
- ◆ Levels of support by supervisors and colleagues
- ◆ Role clarity and role conflict
- ◆ Managing relationships
- ◆ Managing change
- ◆ Civility in the workplace

Integrated Approach to Worker Health



Mental Health Improvement Fund Funding Principles

Principle 2 – Creating Systems Level Change

- ❖ Drive industry and sector wide change in culture and practices.
- ❖ Create change at the root cause of a problem rather than addressing problems as they arise.

Mental Health Improvement Fund Funding Principles

Principle 3 – Working in Partnership

- ❖ Explore opportunities to strengthen existing partnerships, develop new partnerships and/or collaborate with other organisations in or outside of your sector.

Eg Unions, key employer representatives/groups, professional associations, government departments or agencies, workplace mental health subject matter experts and academics.

- ❖ Demonstrate appropriate governance of any partnerships.
- ❖ Partnerships can be with organisations based interstate or nationally, however the interventions must be rolled in out Victorian Workplaces only

Mental Health Improvement Fund Funding Principles

Principle 4 – Sustainability

- ❖ Proposals need to have identified potential impacts well beyond the period of funding and how the initiatives will be maintained after the WorkWell funding.
- ❖ Consider how you will create long term change through your project for the vulnerable population group you are targeting.

Mental Health Improvement Fund Funding Principles

Principle 5 – Knowledge Creation and Dissemination

- ❖ Proposals need to demonstrate how the learnings and knowledge gained throughout the project will be shared across sectors and industries.
- ❖ Think about how the learnings, findings and the impact of your project on workplace mental health and wellbeing will be shared throughout and after your project.

Mental Health Improvement Fund Funding Principles

Principle 6 – Encouraging Innovation

- ❖ Looking for approaches that trial new ways of working to solve problems, particularly those which can be expanded and scaled up, or that have been demonstrated to be successful and can be trialled with new industries, sectors or target groups.
- ❖ WorkWell encourages creativity when developing application proposals.

Mental Health Improvement Fund Round Two – Key Information



Important
information

Stage One – Expression of Interest

- ❖ EOI open Thursday 19 July at 9.00 am AEST
- ❖ EOI close Thursday 16 August at 5.00 pm AEST
- ❖ Accessed via the WorkWell Website <http://workwell.vic.gov.au/>
- ❖ EOI's must be submitted via the on-line platform.
- ❖ Questions can be submitted to improvement_funds@worksafe.vic.gov.au up until one week before the close of EOI.
- ❖ All questions asked will be shared on the FAQ page on the website.

Mental Health Improvement Fund Round Two – Key Information



Important
information

Stage Two – Comprehensive Application

- ◆ Shortlisted applicants will be invited to complete a Comprehensive Application via on-line portal.
- ◆ Indicative timeframes are that Comprehensive Applications will:

Open on 8 October 2018

Close on 1 November 2018

Mental Health Improvement Fund Round Two – Key Information

Round Two Guidelines for EOI and Comprehensive Applications

- ❖ Thoroughly read the Mental Health Improvement Fund Guidelines.
- ❖ Familiarise yourself with WorkSafe Guidance Material and Total Worker Health Framework.
- ❖ Proposals must not include elements which are listed under exclusions.
- ❖ Proposals must be submitted via the on-line portal before closing date and time.
- ❖ Funding range \$250,000 up to \$2 million.
- ❖ Incomplete applications will not be assessed.

Mental Health Improvement Fund Round Two – Key Information

What is different in Round Two?

- ❖ It is not within the scope of The Fund to support academic research.
- ❖ Proposals **MUST** target one of the identified vulnerable populations:
 - Young workers,
 - Ageing workers,
 - Industries in transition and
 - Front line workers.
- ❖ Allocation of an appropriate % of project budget must be allocated towards monitoring and evaluation.

Mental Health Improvement Fund Round Two – Key Information

Assessment Criteria

- ❖ In addition to alignment with the Funding Principles, EOI's and Comprehensive Applications will be assessed against a set of criteria.
- ❖ All questions are evenly weighted.
- ❖ The Assessment Criteria is available in the Guidelines.

Mental Health Improvement Fund Round Two – Learnings from Round One

Successful programs funded in Round One demonstrated:

- ❖ Readiness and commitment to promote mental health and wellbeing and prevent mental injury within industry/ sector
- ❖ Alignment to all of the Funding Principles
- ❖ SMART goals and clear intended outcomes
- ❖ Clearly articulated project proposal
- ❖ Evidence of need
- ❖ Established partnerships
- ❖ Excellent understanding of vulnerable population/ sector/ industry

Mental Health Improvement Fund Round Two – Learnings from Round One

Successful programs funded in Round One demonstrated:

- ❖ A focus on organisational factors
- ❖ Incorporation of the integrated model into their projects
- ❖ The use of multiple strategies
- ❖ Monitoring and evaluation embedded throughout the project
- ❖ Scalability and transferability to other sectors
- ❖ Clear engagement with the end user/target audience in the design of the project.

Mental Health Improvement Fund – Grant Writing Tips and Tricks

✓ Do

- ❖ Demonstrate best practice and use evidence based approaches
- ❖ Explore & expand partnerships
- ❖ Be innovative in program design
- ❖ Ensure the program has a well developed, realistic budget showing any in-kind or other contributions
- ❖ Identify program risks
- ❖ Ensure milestones are realistic
- ❖ Be succinct, and to the point.

✗ Don't

- ❖ Let in-experience in writing funding submissions, preclude you from putting in an EOI
- ❖ Apply for projects purely to help meet OHS obligations
- ❖ Include grants for organisations or workers to participate in program
- ❖ Try and do everything – keep submissions contained and achievable
- ❖ Apply for funding to implement existing programs or initiatives.

Question Time



Key Take Home Messages

- Be creative and ambitious with your partnerships
- Try new things, be innovative and courageous
- Be careful with training and awareness raising

Thank you

This webinar and presentation will be uploaded to the WorkWell website the week of 23 July 2018

Expression of Interest form and Guidelines available on WorkWell website from 9.00am on 19 July 2018

<http://workwell.vic.gov.au/>



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Everyone | Every workplace

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