

WorkWell Mental Health Improvement Fund

Round Two

Frequently Asked Questions

Can you please provide an example of how you could address governance of other stakeholders?

It is important that all WorkWell funded projects have strong governance principles in place to ensure the success of the program. The governance group should understand that they are responsible for the information provided in the reports given to WorkWell and that the governance group will be responsible if there are issues. There to be a structured and well represented group responsible for the objectives, outcomes and deliverables of all WorkWell initiatives.

How can we find out ideas from the last round of winners and applicants so that we can assess them and if applicable implement improvements from these in everyday operations?

All successful applicants will be published to the WorkWell website in August once funding agreements have been executed. Updates as to the outcomes and progress of their projects will also be published periodically over the next three years.

Can you please define a transition industry?

Industries in transition are those that may be experiencing rapid growth or rapid decline in Victoria and Australia. Examples of industries in rapid growth include: information and communication technology; health, community and aged care services, logistics, online retail and construction. Industries in rapid decline in Australia include manufacturing, mining, agriculture and instore retail.

Would a submission for a single but very large employer (i.e. they were basically the industry) be considered if it met all the principles?

Some employers, for example emergency services employers and public transport providers are large employers and could also be considered the industry or main industry group for those employers. If their submission met all the principles and they were also clearly able to demonstrate how they would share the learnings of their project outside of their direct organisation to other like organisations and industries, that would be considered.

If an idea has been successfully implemented in other areas but not in the current sector would that be relevant?

Yes. The Mental Health Improvement Fund encourages applications that will trial initiatives with new industries/sectors and target groups that have proven to be successful and achieve outcomes in other industries/sectors.

What if you don't have any partnerships already in place, but think a program would be successful in this space. Will new partnerships be considered?

Yes, the establishment of new partnerships is encouraged. Ensuring there is commitment from all proposed partners and clearly defined roles however is important for an application to be considered.

If as part of your submission, policies and procedures are recommended to underpin the program, do the policies have to be completed and submitted with the proposal or just a statement of the intention?

No, these do not need to be completed and submitted with your proposal. The development (and then implementation) of such policies and procedures with the intended audience, as a part of your program/proposal is more than appropriate.

How would you like to see the commitment of an industry sector to a submission when it will be submitted by only one organisation?

The key to individual organisations succeeding with their submission is the demonstration of partnerships. We are looking for proposals which demonstrate strong partnerships and collaboration and facilitate combining expertise, knowledge and resources. Applicants are encouraged to build on and utilise existing industry expertise and work with other influencing bodies in their sector and industry – this may include employee and employer groups, and sector leaders.

What circumstances would allow private organisations to apply for the WorkWell Funding?

All organisation types are eligible to apply for WorkWell funding. Individual consultants however are not eligible.

Will you be developing tools that can be easily deployed to assist organisations with Psychosocial Risk Assessments?

No; WorkWell will not be developing psychosocial risk assessment tools for workplaces. There are a large number of such tools already available for workplaces to utilise, many of which are freely available.

How does WorkWell fit with other workplace mental health initiatives?

WorkWell has been designed to complement existing frameworks and models. By working in partnership with the Department of Health and Human Services and bringing together leading services and expertise, instead of duplicating work already in market, WorkWell aims to complement the work already happening through the likes of HeadsUp and The Achievement Program. The WorkWell initiative also aligns to the work of SafeWork Australia and the Mentally Healthy Workplace Alliance.

What can/can't the funding be used for?

As the Fund intends to enable changes in workplace cultures and practices, funding will be focused on industries and sectors, rather than individual workplaces and individual behaviours. This will enable the Fund to begin to create industry and sector-wide long-

term change. Any organisations who are considering submitting an Expression of Interest in Round Two should read the guidelines for more detail.

What are the rules on accessing groups like Black Dog who are based in Sydney but have teams in Victoria?

The implementation of funded programs/proposals must be exclusively within Victorian workplaces however the utilisation of subject matter experts and partners that are national organisation is appropriate.

Will the Mental Health Improvement Fund providing funding for academic research?

Only applications for funding to undertake a translational piece of work to apply the knowledge learnt from research already undertaken will be accepted.

Can organisations receive funding if they have already received it in a previous funding round of the Mental Health Improvement Fund?

It is a preference that diverse projects from different organisations are funded, however if an organisation has received funding in a previous round of the Mental Health Improvement fund, it does not exclude them from re- applying in another round.

How are frontline workers defined?

A frontline worker is the term used to describe an employee who deals directly with the public. Frontline workers are employed in roles that are directly delivering services to the public, i.e. nurses, doctors, teachers, emergency services, retail staff, call centre staff, administration and/or reception staff.