MENTAL HEALTH PLAN 2018 – 2023 (2018/19 UPDATE)

The Mental Health Plan is an integral part of the NSW RFS Your Health Matters Plan (previously known as Health and Fitness Initiatives Plan). Both plans are linked to the NSW RFS Plan Key Focus Area 4 'Our Members' and associated objectives.

The NSW RFS recognises the important role it plays in supporting the Mental Health of its members and their immediate families.

The NSW RFS has developed an integrated approach to Mental Health by focusing on three key areas of Protection, Promotion and Intervention.

1. **Protection** – protecting Mental Health by reducing work related risk factors for Mental Health conditions and increasing protective factors.

2. **Promotion** – promoting positive Mental Health that includes increasing member awareness, reduction of stigma, early identification and help seeking behaviour.

3. **Intervention** – addressing Mental Health issues and conditions among members, regardless of whether the workplace was a contributing factor.

	Outcomes		Strategies		2018/19 Key Actions
O1	Balanced and proactive approach to Mental Health	S1	Adopt a systematic approach to Mental Health risk management	KA1	Develop a Mental Health Framework including supporting documents that promotes a whole of career approach
O2	Organisational Mental Health awareness and support	S2	Promote a culture of early identification and help seeking behaviour	KA2	Develop Mental Health Communications Strategy and Plan
O3	Mental Health training and education tailored and embedded across NSW RFS programs	S3	Recognising and responsive to member needs including a focus on first responders	KA3	Develop a suite of tools to enhance member's Mental Health knowledge, awareness, emotional and psychological resilience
O4	Approach to Mental Health based on best available research, partnerships and data analysis	S4	Ensure high quality, evidence informed methods are used	KA4	Continue to participate in Mental Health research, analysis and partnerships to inform future planning
O5	Systems in place to identify and respond to Mental Health risks	S5	Promote a culture of early identification and help seeking behaviour	KA5	Development of a risk exposure system to prioritise 'at risk' members to receive proactive Mental Health support
		S5.1	Develop leadership capability to identify and respond to member Mental Health needs	KA5.1	Develop tools for proactively recognising and responding to member Mental Health needs

OUR VALUES — Mutual Respect | Adaptability and Resourcefulness | One Team, Many Players, One Purpose | Integrity and Trust | Support, Friendship and Camaraderie | Community and Environment | Knowledge and Learning