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**THRIVING AT DFES: MENTAL HEALTH, SAFETY AND WELLBEING
STRATEGY AND ACTION PLAN 2024 - 2028**



DFES has marked a major milestone in launching the [Thriving at DFES: Mental Health, Safety and Wellbeing Strategy and Action Plan 2024-2028](#), reaffirming our commitment to be a mentally healthy workplace; where everyone feels safe, supported, valued and included, and no one is left behind.

The Strategy and Action Plan is referred to as **Thriving at DFES** with the goal for everyone to thrive at work. ***Because when you thrive, we thrive!***

Our key messages:

- Mental health and wellbeing is more than the absence of mental illness
- Life can be an emotional roller-coaster
- Mental ill-health does not discriminate – it can impact anyone
- There is no room for stigma
- Mental health is everyone's business – it is a shared responsibility
- Self-care is vital for mental health and wellbeing
- Social support and connectedness are essential
- Encourage help seeking behaviours
- Help is always available – you are not alone
- Together we need to build our practical skills and demonstrate inclusive and positive behaviours.

It's essential that we all play our part to support and embed these key messages so that everyone can work towards their personal best and ultimately thrive.



Thriving at DFES at its core is people centred and evidence informed, whilst continually evaluated to measure effectiveness and to ensure ongoing improvement. Good mental health, safety and wellbeing practices will be embedded into everything we do; this includes alignment with existing policies, procedures and plans, where practicable.

Thriving at DFES has four focus areas which were developed in response to the 2023 workforce perception survey. We've listened to your feedback and embedded the focus areas to prioritise and enhance related initiatives and activities:

1. Building Holistic Health

Wellbeing is multilayered with no one size fits all. Harnessing an approach that is multifaceted, integrated and holistic will lead to the greatest benefit for individuals, teams and the organisation.

2. Start Well and Finish Well (Recruitment to Retirement)

It is imperative to offer tailored programs and support to empower our people at whatever stage they are at.

3. Empowering our Managers and Leaders

Leaders play a vital role in fostering the wellbeing of their teams. We will build their skills and capability so they can help build mentally healthy workplaces.

4. Designing Smarter Work

When work is designed well it promotes positive mental health and wellbeing, fosters creativity, innovation and drives optimal job performance.

Please join us online to celebrate the launch of Thriving at DFES 2024-2028 and to learn more about our brand-new activities and accompanying resources available to you:

Online Launch Webinar

Thursday 7 November 2024

10:00 - 10:30

[Join the live stream here](#)

To find out more about Thriving at DFES, check out the dedicated pages on the [Staff Intranet](#) and [Volunteer Hub](#).

For more information, please contact thriving@dfes.wa.gov.au or (08) 6392 1502.

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