

WorkWell Mental Health Improvement Fund Round One – Year One Update

WorkWell aims to promote positive mental health and prevent mental injury in Victorian workplaces.



WorkWell



Perinatal Workplace Wellbeing Program (PWWP)

Centre of Perinatal Excellence in partnership with Transitioning Well

PWWP is designed to support and make a difference to the mental health and wellbeing of expectant and new parents during the perinatal* period. This project is working with retail and construction industry partners to explore the impacts of parental transition and how Victorian workplaces can support employees in this phase of life.

*prior to birth, through pregnancy and the first year of a child's life.

Key Activities

- Ethics approval to enable publication of research
- Conducted a literature review
- Conducted focus groups with 75 workers to inform the program design
- Design and development of resources, including:
 - Ready to COPE for Fathers Guide – trustworthy and supportive insights, strategies and advice for expectant and new fathers
- Working Parent Network Resource: a guide to setting up a Working Parent Network in the workplace
- Prepared industry tailored survey to inform core project elements
- Prepared and delivered face to face workshops for executives, human resource managers, maternity and paternity groups
- Development of digital tools and online platform
- Established key partnerships

How is the project considering the work-related factors?

Work-related factors are anything in the design or management of work that increases the risk of work-related mental injury.

Work-related factor	Emerging themes from participating workplaces
Low role clarity	<ul style="list-style-type: none"> Support staff to explore career path and progression following transition to parenthood Consider opportunities for job redesign following transition to parenthood
Poor support	<ul style="list-style-type: none"> Support new parent employees to support their partner's mental health Support employees to return to work following parental leave e.g. re-induction back into the workplace
Low job control	<ul style="list-style-type: none"> Review flexible working options

How is the project working towards system level change?

System level change is achieved by improving workplace cultures and practices at an industry and sector level, through designing and implementing initiatives that address the root causes of work-related factors.

- Demonstrating an integrated approach through Human Resource Management, Occupational Health and Safety and Health Promotion.
- Incorporating Perinatal Mental Health into the broader organisational mental health and wellbeing strategy/agenda through targeted education programs.
- Providing access to evidence-based information about emotional and mental health to expectant and new parents via the Ready to COPE guide.
- Supporting early identification of those at risk, and/or experiencing distress through innovative screening programs (iCOPE-W)
- Increasing social support / connection of working parents within organisations to promote a sense of belonging, support and wellbeing.
- Facilitating mental health support for expectant/ new dads.

Project Reach

11

Project partners

100

Over 100 businesses subscribed to receive updates on the project

224

Individual sign ups to the Ready to COPE for Fathers Guide

5

Large workplaces:
3 in the retail industry and
2 in the construction industry

75

Workers directly participated in focus groups

“Wouldn't it be so powerful for all the guys to know who's a new dad? Imagine if you knew that you were both having a kid at the same time... Going through the same problems... just being able to talk to one another in a work environment” – Construction industry focus group participant.