

A Framework for Change: ACT Mental Health Workforce Strategy

The Office for
Mental Health
and Wellbeing



This strategic framework has been developed in collaboration with the ACT mental health sector to act as a guiding framework for future initiatives relating to the ACT mental health workforce. It aims to support positive outcomes in the mental health and wellbeing of the ACT mental health workforce as well as enable them to deliver outcomes for the community through their delivery of services.

Our shared objective

A highly-skilled and diverse workforce that is supported to meet the needs of the ACT community now and into the future.

To achieve this objective the mental health workforce initiatives will be underpinned by the following values and principles



Highly-skilled and evidence-based



Sustainable and adaptable



Diverse, inclusive and comprehensive



Kind, respectful, compassionate and safe



Coordinated and collaborative

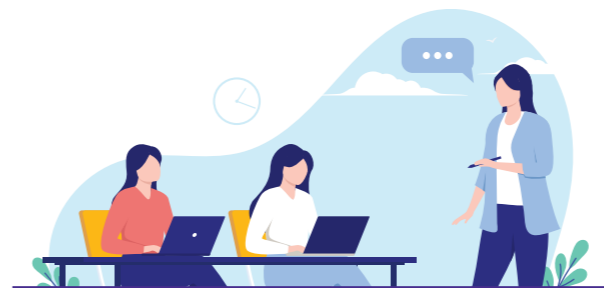
To achieve this objective the following will be prioritised for reform for both the clinical and community managed workforces



Data-driven planning, monitoring and evaluation



Attraction, recruitment and retention



Education, training and research and innovation



Develop and embed the lived-experience workforce

We will know we are meeting this objective when the following outcomes are realised

The ACT mental health workforce:

- feels supported, understood and respected by the community
- includes and values the lived experience workforce
- is well trained and skilled according to best practice
- is supported to continuously develop and grow in their skills
- reflects the diversity in our community and be responsive to their needs
- is seen as an attractive career pathway
- has high workplace satisfaction and retention rates
- is led by research and innovation
- is enabled to work across systems collaboratively

The ACT community:

- respects, values and understands the mental health workforce
- is able to access safe and responsive care
- receives timely, evidence-based care
- perceives mental health as a positive place to work

The ACT mental health system:

- is considered an attractive place to work
- is considered a leader in best practice for workforce initiatives
- maximises evidence and data to support workforce planning and service delivery
- supports people to live well in the community.