



**CENTRAL
GIPPSLAND
HEALTH**

Healthy Together Framework

Healthy Workplace Framework

Central Gippsland Health

Happy, healthy, enthusiastic staff & volunteers in a positive, supportive workplace

Our Vision

Is to provide a safe and healthy community where everyone has the opportunity to participate

Our Mission

Is to provide services that best meet the needs of our community, now and in the future

Our Values

Social Justice - Equity of Outcome

To do this we will: focus on achieving equality of outcome for individuals and groups; understand the impact of poverty and disadvantage on behaviour and health status; support affirmative action for the disadvantaged and marginalised amongst us; ensure our fees policy takes into account a client's ability to pay; support harm minimisation and targeted community support programs and be compassionate, tolerant and embrace diversity.

Honesty, transparency and integrity

To do this we will: set and model standards of behaviour consistent with the Victorian public sector code of conduct; embrace open disclosure and provide meaningful and clear information to our stakeholders and support ethical leadership development at all levels of the organisation.

Quality - Excellence with the client at the centre

To do this we will: embed a quality culture of continuous improvement across the organisation such that our client's experience with CGHS is characterised by the following: seamless coordinated, integrated and timely provision of person centred care; facilities and equipment that enable the provision of efficient, effective and sustainable service delivery and a workforce that places a very high value on excellent customer service and client/patient advocacy.

Caring - Support, compassion and tolerance

To do this we will be: welcoming, caring, supportive, share knowledge freely and support learning in every setting; relate to our community with tolerance and compassion; assist our community to understand their rights and responsibilities and have access to genuine complaints resolution processes; support our community to identify the need for and make decisions relating to the development, delivery and evaluation of services; work within an intersectoral and collaborative framework to maximise benefits for our community; and appreciate the positive impact on organisational and community capacity that comes from diversity.

People - Respect and support

In doing so we will: strive to provide an environment that assists our staff to achieve their personal goals and objectives, live ethically within their personal value system, and enthusiastically support CGHS to achieve our strategic and service delivery goals and objectives; develop a workplace where people are enabled to be efficient and effective, put forward ideas and participate in decision making, be creative and innovative, and develop their learning and career in a manner consistent with their strengths and interests; and foster very high levels of staff capability and satisfaction.

Our Culture

A positive culture where:

- High levels of trust are combined with high levels of accountability
 - Assertive and achievement focused
 - Collaborative and decisive
 - Proactive and strategic
 - Innovative and engaging

The Healthy Workplaces Framework is based on the World Health Organization's Healthy Workplaces Model. The Healthy Workplaces Framework (below) identifies four workplace domains that influence staff and volunteer health and wellbeing. Considering all these domains ensures benefits for staff, volunteers and the employer.



We all – government, management, teams and individuals - work together to create a supportive and healthy work environment and culture. Health & wellbeing is both an individual and collective responsibility.

Role	Responsibility
Victorian Government	<p>Provide guidelines and fund the Achievement Program</p> <p>Would like people to be as healthy as they can, manage their own health and enjoy the best possible health care</p>
Achievement Program (run by Cancer Council Victoria)	<p>Provide a framework and resources to support development of healthy workplaces</p> <p>Focus on addressing the underlying causes of poor health in children's settings, workplaces and communities</p> <p>Priorities are encouraging healthy eating and physical activity, supporting mental health and wellbeing and reducing smoking and harmful alcohol use</p>
CGH Board	<p>Set strategic direction and monitors progress</p> <p>Develop and continuously improve transparent governance and accountability systems consistent with CGH values</p> <p>Support high performance</p> <p>Encourage engagement, participation, innovation and ideas from all</p> <p>Review and requires action on information that reflects staff and volunteer health and wellbeing e.g. sick leave, retention rates, work cover claims, People Matter Survey</p>
Senior Executive	<p>Lead with a bottom up, top down approach where delegation of responsibility and accountability go hand in hand with empowerment of staff and consumers through involvement in planning, decision making and improvement activities</p> <p>Drive strategic direction and ensure supportive policies, procedures and programs are in place</p> <p>Align and integrate values, operations, implementing and supporting the strategic direction</p> <p>Set culture of trust and respect and create a work environment where health and wellbeing and safety is valued</p> <p>Use various systems of communication and consultation to ensure involvement and participation of all persons in growing and shaping the organisation's health, wellbeing and safety culture</p> <p>Develop and continue to improve a comprehensive workforce capability framework</p> <p>Encourage engagement, participation, innovation and ideas from all</p>
Managers & Team Leaders	<p>Enable staff to perform their roles efficiently and effectively</p> <p>Encourage engagement, participation, innovation and ideas from all</p> <p>Work with their teams and others to improve quality and safety and participate in decision making</p> <p>Provide direction in the work environment for staff and volunteers by:</p> <ul style="list-style-type: none"> • involving the workforce in rostering • accommodating flexibility to support staff work/life balance • encouraging participation and engagement in team meetings • putting relevant procedures in to practice • shaping their team's capability and development • sharing information on health and wellbeing initiatives and supporting participation where feasible

<p>CGH Health & Wellbeing Group</p>	<p>Align activity supporting health & wellbeing with:</p> <ul style="list-style-type: none"> • Achievement Program http://www.achievementprogram.health.vic.gov.au/ • Wellington Municipal Public Health & Wellbeing Plan http://www.wellington.vic.gov.au/Your-Council/Publications/Council-Strategies-and-Plans <p>Coordinate and implement activities to meet benchmarks for Achievement Program health priority areas</p> <p>Provide opportunities for staff to be involved in planning and provide feedback on health and wellbeing initiatives</p> <p>Communicate health and wellbeing initiatives organisation wide</p> <p>Bring enthusiasm for support of staff and volunteer health and wellbeing</p>
<p>All staff and volunteers</p>	<p>Recognise they are the face of CGH</p> <p>Contribute to a culture that promotes wellness and enhances quality of life</p> <p>Contribute to an environment that promotes and supports the physical, mental, emotional, spiritual and social wellbeing of all individuals</p> <p>Take personal responsibility for their own health and wellbeing</p> <p>Remain open to behaviour change to improve their health and wellbeing</p>
<p>Our partners</p>	<p>We partner with other organisations in Wellington Shire who are also working to support the health & wellbeing of their staff and volunteers</p> <p>CGH is an active member of Healthy Wellington and shares information about workplace health and wellbeing initiatives to encourage positive action in other workplaces</p> <p>Our partners include, but are not limited to, Wellington Shire Council, Yarram & District Health Service, Gippsland Women’s Health, Wellington Primary Care Partnership</p>

Health & Wellbeing Group

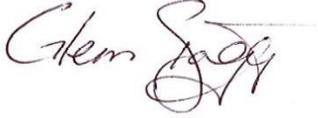
- Meets regularly to continue to progress the support of health and wellbeing
- If you are interested in joining, please speak with your line manager and contact Ruth Churchill on extension 98839 or ruth.churchill@cghs.com.au

CGH Affirmation

The health and wellbeing of staff and volunteers is a priority for Central Gippsland Health and we recognise the importance of providing an environment that promotes and nurtures the physical, mental, emotional, spiritual and social wellbeing of all individuals.

We commit to:

- Promoting positive health and wellbeing of all staff and volunteers
- Providing an inclusive and health promoting environment
- Providing opportunities that enable staff, volunteers and their families to enhance their health and wellbeing



Glenn Stagg
Board Chair



Frank Evans
Chief Executive Officer