

Shared Commitment 2: Awareness, prevention and early intervention

Shared Commitment 2 seeks to achieve:

- more people across Queensland and within key groups with good mental health and wellbeing
- fewer people living with mental health difficulties or issues related to substance use being subjected to stigma and discrimination
- people receiving the right type of support, as early as possible, to start well, develop well, work well, live well and age well
- reduced risks of people living with mental illness being subject to harm or harming themselves.

Actions

Early Action Plan 2015-17

Released in 2015, the *Early Action: Queensland Mental Health Promotion, Prevention and Early Intervention Action Plan 2015-17* (Early Action Plan) is a whole-of-government plan that aims to improve the mental health and wellbeing of all Queenslanders and reduce the incidence, severity and duration of mental illness.

Taking a whole-of-population and life-course approaches, providing both universal action for all Queenslanders and targeted action for groups at increased risk, the plan set five priority areas for cross-sectoral action:

- *Start Well* – actions that set the foundation for lifelong mental health and wellbeing
- *Develop and Learn Well* – actions that enable children and young people to achieve their full potential
- *Live Well* – actions that promote inclusive and connected communities
- *Work Well* – actions that support productive and inclusive workplaces
- *Age Well* – actions that support involved and active lives.

The Early Action Plan committed 16 Queensland Government agencies to implementing 99 actions in partnership with other levels of government, non-government and industry towards improved mental health and wellbeing and reducing the incidence and impact of mental illness.

The following table shows the change in status from 30 June 2016 to 30 June 2017. It shows that there has been a substantial change from early implementation of actions to a situation where most actions are now part of the ongoing work of Queensland Government agencies.

Table 2: Early Action Plan – action status 30 June 2016 and 2017

Status as at	Action Status				
	Action commenced and on track	Action ongoing	Action complete	Action commenced but changed	Action commenced and not on track
30 June 2016	54	37	8	0	0
30 June 2017	18	64	14	3	0

Early Action Plan implementation highlights

Start well: Seven integrated Early Years Places across Queensland

The Department of Education and Training continued to support the establishment of new Early Years Places providing children and their families with access to integrated services which meet their needs and circumstances, including early childhood education and care, playgroups, parenting programs, individual family support and child and maternal health services. Six of the seven services began to support families, particularly vulnerable families, to identify issues early and ensure a supported response is provided quickly. Approximately 88 per cent of parents/carers report that integrated services have assisted them to access the support services they need.

In August 2016, the construction of a new Early Years Place in Inala was completed and service delivery commenced from that location. Also in 2016-17, Save the Children Australia was appointed to operate the new service at Tara and interim service delivery started, with strong community support. The design and construction of the facility in Tara commenced and is expected to be completed in 2018. The refurbishment of the facility at Redlands also began.

Develop and learn well: Supporting school staff to respond to the mental health and wellbeing of students

In 2016-17, the Department of Education and Training built the capability of key staff to identify and respond to the risk and incidence of suicide in the student population by providing:

- STORM suicide prevention and postvention training to all secondary senior guidance officers and guidance officers working in Queensland state schools
- Suicide Risk Continuum training to primary senior guidance officers and guidance officers across the state.

Live well: Improving the quality and coordination of mental health literacy training

Significant investment has been made in building mental health literacy in Queensland over many years, primarily through the rollout of standardised mental health literacy training programs.

The Commission engaged Open Minds Australia to undertake a two-stage project to enhance the coordination and quality assurance of common mental health literacy training programs. In 2016–17, an audit was undertaken to examine:

- delivery of common training programs
- gaps in community training needs
- existing coordination and quality assurance processes
- instructor accreditation and support needs.

The audit involved input from more than 600 providers and end users of mental health literacy training programs across a broad range of sectors.

The audit found that mental health literacy training is well regarded and in high demand, particularly in the not-for-profit mental health and social service sectors. Training was perceived as important for providing basic understanding of common mental health conditions and a ‘common language’ across a range of human services.

The audit also highlighted several challenges for the delivery of mental health literacy training in terms of relevance of content, accessibility and flexibility, coordination and quality. It confirms that access to suitable mental health literacy training remains a problem in many areas of the state.

Based on the audit findings, Open Minds made 17 recommendations and outlined a proposal for a training coordination and quality assurance trial.

Work well: Mental Health at Work Action Plan to address psychological injury and mental health in the workplace

The *Mental Health at Work Action Plan 2016 – 2020* was launched at the Inaugural Mental Health at Work Forum (12 October 2016) to address the challenges of work-related mental health problems due to exposure to psychosocial risks in the workplace. Libby Trickett was also announced as the Queensland Mental Health at Work Ambassador at the forum. Libby's focus is to share her journey at workplaces across Queensland to raise awareness about mental health.

The Mental Health at Work Action Plan aims:

- to build leadership capability at all levels of industry to better understand and manage workplace psychosocial hazards
- turn the latest research into practical, evidence-based tools relevant to the industry sectors experiencing the highest prevalence of mental disorders
- work with community, industry and social partners to increase the visibility and importance of mental health
- provide a targeted and effective regulatory framework designed to increase recognition of psychosocial hazards and ability to meet legal requirements.

To meet these aims the Office of Industrial Relations initiated or participated in a number of projects and programs to assist businesses and workers, including:

- the development of a Mentally Healthy Workplaces Toolkit and Workshop
- drafting national guidance on the management of psychological risk in the workplace
- collaborating with the tertiary education sector to develop workplace initiatives to increase awareness and build leadership capability.

The Office of Industrial Relations has also taken every opportunity to raise awareness about the risks to psychological health in the workplace and how to mitigate those risks by presenting at industry forums and conferences and by working directly with businesses and networks.

Work well: People at Work Project

In May 2016, the final report of the People at Work research project was released and the participating jurisdictions, including the Queensland Government, worked collaboratively to translate People at Work to be a self-administered, financially sustainable and available set of resources.

Since October 2016 Queensland workplaces have been able to access, free of charge via the WorkSafe website, with all materials required to administer and report on the People at Work survey (paper-based survey, administrative instructions, reporting spreadsheet, focus group and action planning guides) and additional resources to support organisations implementing a psychosocial risk management approach and evaluating the effectiveness of chosen interventions.

Age well: Queensland: an age-friendly community

An age-friendly community is one that enables people of all ages to actively participate in community life, and ensures older people are free from age-related barriers that prevent community participation.

The Queensland Government committed to support seniors using an age-friendly approach through the release of the *Queensland: an age-friendly community Strategic Direction Statement*. It is based upon the eight domains identified by the World Health Organisation as critical factors in the development of age-friendly cities and communities.

The whole-of-government *Queensland: an age-friendly community - Action Plan* (the Action Plan) released in June 2016 directs the implementation and delivery of age-friendly communities in Queensland. The Action Plan also includes activities and initiatives committed in the government's response to the Parliamentary Inquiry into the adequacy of existing financial protections for Queensland's seniors.

One of the key components of the Action Plan is the Advancing Queensland: an age-friendly community grants program. The grants program commits \$1 million per year for three years from 2017–18 to seed fund community projects that involve partnerships with local government and other organisations to co-develop, implement and promote innovative age-friendly projects.

The 2017–18 grants program was launched on 4 May 2017 and closed on 16 June 2017. It focused on the age-friendly domains of transport, housing, outdoor spaces and buildings. The Minister for Disability Services, Minister for Seniors and Minister Assisting the Premier on North Queensland announced 12 organisations were successful in securing funding totalling \$987,344 to deliver a range of projects across Queensland during 2017-18.