

WELLBEING AND MENTAL HEALTH WORKING GROUP



Australian
National
University

Approach

- **8 Specific Recommendations to address encompassing**
 - Integrity & Transparency on complaints handling
 - Leave and caring responsibilities
 - IDEA Objectives
 - Rights, Relationships & Respect training
- **Discovery and listening focused program of work**

Targeted topics:

 - Mental Health Strategy
 - Students
 - IDEA and existing strategies
 - ACT Health Services
 - Wellbeing implementation & leadership accountability
 - Leave Policies
 - Caring
 - HDR Student Issues

Ongoing themes

- Communication on existing services
- Transparent processes for reporting and escalation
- Accountability
- Multiple disconnected strategies and limited clear framework for deliverables
- Focus on treatment but need to expand prevention
- Program design that allows for more flexible options for students including leave & caring responsibilities

Recommendation Responses

- **Advising services for integrity issues**
 - Some services exist but require promotion
 - Guidance and advising resources required
- **Leave and caring responsibilities**
 - Program structures need to have more flexible options
 - Simple, easy to access processes for leave requirements
- **IDEA Objectives**
 - systematic framework for cascading IDEA objectives
 - accountability for implementation
- **Rights, Relationships & Respect training**
 - Annualised RRR Training for HDR students
 - RRR Training requirement for all staff
 - New module for Research Supervisors

Additional Actions

- Clear embedding of accountability for well-being through the organisation
 - KPIs for all senior leadership and accountability for where we fall short
 - Systematic collection of well-being related data across central, colleges and schools
 - Central coordination through the function of a Chief Well-being Officer
- Implementation of the existing ANU Mental Health and Wellbeing Strategy
- One Stop Shop to access resources that fit for the whole community
- Easily identified and accessible function to refer at risk individuals to appropriately skilled staff/areas for follow up
- Humancentric systems approach to reduce unnecessary complexities when trying to access services
- Governance and oversight to bring programs of work together more cohesively