

Building a Healthy and Safe Workforce during Covid19 'Service above Self'



Covid19 and Victoria Police Work Environment

- State of Emergency
- Uncertainty - Fear - Anxiety - Change - Fatigue
- Continual evolving roles and new tasks
- Media cycle – continual 24/7 exposure to worst case scenarios and negative trends across the globe.
- Social Media 24/7 news feeds and breaking news and delivering fake news
- Identifying fact from fiction

Impacts on our workforce

- 10 year change management process in 6 months
- A change management process wth no known outcome
- Absence from work force - working from home, isolated staff stood down, parents working from home
- Mental health

Responses

- Safety Officers scaled up across the organisation from station levels
- PPE / Equipment / physical changes workplaces / vehicles / public spaces
- Support - Access to psychologists, Welfare Support Officers, Local Peer Support Officers,
- Active leadership station visits working different times to be visible.

Wellbeing Programs



COVID-19 Hub



What you're going through isn't easy. It's good we can talk about it.

Have you been feeling this way for a while?

THERE'S MORE TO SAY AFTER RUOK?

That's tough. Keep talking, I'm listening.

This month: R U OK?: Staying connected

1300 000 000
1 800 341 008
ruok.org.au
A conversation could change a life

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TIME TO TALK

IF YOU NOTICE SOMETHING IS NOT OKAY, ASK R U OKAY?

VICTORIA POLICE WELLBEING SERVICES
1300 000 000

TRAY EAP
1 800 341 008
bluespacewellbeing.com.au

Equip free wellbeing app
It's available from the App Store and Google Play