

Workshops on the dates outlined below are offered to all staff in Adult Community Mental Health (including Mental Health Triage) in NALHN, CALHN and SALHN to address issues raised by staff during interviews undertaken by Mr. Greg Stevens. The workshops are one initiative in response to the concerns raised by staff and each LHN will be able to supplement the workshop activity with other actions to address local issues. Each workshop includes the following sections:

Theme	Action	Due Date
Model of Care and System Issues Workload Issues	This component of the workshop will be facilitated by the LHN Clinical Director and/or Director Strategic Operations, tailored by each LHN to make it relevant to their situation and could include reference to the following: <ul style="list-style-type: none"> • Workloads • Model of Care • Role clarity and delegations 	<u>CALHN</u> <ul style="list-style-type: none"> • Tuesday 1/08/2017 • Tuesday 8/08/2017
Well-being	This component will be facilitated by Dr Denise Keenan from Cognition. This will be a practical session covering an introduction to: <ul style="list-style-type: none"> • Existing workplace culture- drawing on both the Greg Stevens' process and ANMF paper. • Targets for cultural change: what's worth keeping, what do we need to change, how do we build change • How to ensure workplace wellbeing and be heard 	<u>NALHN</u> <ul style="list-style-type: none"> • Wednesday 9 August • Wednesday 16 August • Thursday 17 August <u>SALHN</u> <ul style="list-style-type: none"> • 22 August (2 sessions) • 24 August (2 sessions)
HR Issues	This component of the workshop will be facilitated by the LHN Workforce Director or their delegate along with the LHN Clinical Director/Director Strategic Operations. It will cover the local HR issues and could include the following: <ul style="list-style-type: none"> • Process for handling allegations of disrespectful behaviour. • Unfilled vacancies and back-filling • Overtime arrangements • Short-term contracts • Selection practices - make up of panels and conflicts of interest 	
Disrespectful	In addition to the workshops, allegations of disrespectful behaviour, including bullying	Regular progress reports to be

behaviours	and lack of respect, accompanied by a lack of confidence in the process of managing formal bullying claims will be addressed. To assist with dealing with these issues, the Workforce Directors in each of the metro LHNs have been: <ul data-bbox="510 277 1529 467" style="list-style-type: none">• Provided with a summary document outlining specific concerns• Requested to meet with Greg Stevens to obtain more detailed information about the issues raised in the interview process• Directed to investigate allegations of bullying and disrespectful behaviour• Required to report back in relation to progress with such investigations	provided to: <ul data-bbox="1637 201 2040 347" style="list-style-type: none">• DCE Finance and Corporate Services• Executive Director, Mental Health Strategy
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