

## 2.18 Psychological health and safety policy

Version 2.0

### Our Commitment

The Victoria State Emergency Service (VICSES) is committed to providing and maintaining a work and volunteer environment that promotes wellbeing and actively working towards preventing psychological harm to members, contractors and the public.

Recognising the impact of psychosocial hazards, we are dedicated to identifying, assessing, and taking reasonably practical steps to manage these risks to create a supportive and safe workplace, and prevent ill health and injuries related to psychosocial risk.

VICSES commitment to psychological health and safety is demonstrated through:

- Prevent harm using a risk management approach, to identify, eliminate and minimise risks, to psychological health with integrated systems, policies and processes that are monitored regularly (Primary Intervention);
- Intervene early to identify and support members who may be exposed to psychosocial hazards and/or are at-risk of psychological injury or illness (Secondary Intervention);
- Support recovery of members with psychological injuries and mental health conditions (Tertiary Intervention); and
- Fulfil legal requirements and other requirements related to health, safety and wellbeing at work, including a commitment to managing psychosocial risk.

This will be achieved by:

- Building, promoting, and maintaining a positive and supportive environment and culture that protects from psychological injury, stigma and discrimination;
- Establishing, promoting, and maintaining a Health and Safety (HS) Management System that incorporates psychological health and safety;
- Providing information, training and supervision to increase members' knowledge, skills and capabilities to take reasonable care of their own health and wellbeing and that of others;
- Promoting a culture of open communication, respect, cooperation, confidentiality, and accountability, where members feel supported and confident in reporting psychosocial hazards;
- Facilitating members' and member representatives' participation and consultation in the development, implementation, and continual improvement of the system; and
- Establishing and implementing a process to set objectives, review and evaluate the effectiveness of the system and implement changes.

Authorised by:



Greg Leach  
Chief Executive Officer  
Victoria State Emergency Service

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