

# WorkWell Essentials Pilot Program Evaluation Findings



To better support small and medium businesses, WorkSafe Victoria developed and piloted the WorkWell Essentials program



**AIM**

Direct and tailored assistance with a **mental health focus** to identify and address workplace psychosocial hazards

**IMPACT**

Increase the confidence and capacity of business owners to **prevent psychological harm** in the workplace and to create a **mentally healthy workplace**

## OVERVIEW OF PILOT

Adapted from OHS Essentials program model

Pilot duration from Nov 2022 to Mar 2023

70 small & medium businesses participated

7 OHS Essentials Consultants

Up to 8 hours of support, education & advice

## ISCRR EVALUATION

Survey  
Baseline (n=70)  
Follow-up (n=29)

Interviews  
Businesses (n=15)  
Consultants (n=6)  
WSV Specialists (n=2)

## What did the ISCRR evaluation find?

Program delivery dependent upon **consultant's expertise and professionalism**

Pilot was successful at **educating employers in identifying and addressing mental health risk factors**

Business confidence\* to **identify mental health** factors rose from **10% to 45%**

Business confidence\* to **address mental health** factors rose from **10% to 24%**

\* Participants who reported they were "strongly confident"

**Action plans** made with consultants

Crystallised **business owner duties and responsibilities** in creating a mentally healthy workplace

**Enablers for addressing workplace psychosocial hazards**

- Champions with authority to implement changes
- Encouraging staff engagement
- Harnessing lived experiences
- Increased mental health awareness

### Suggestions for improvement

- Mirror referral process on OHS Essentials Program
- Standardised consultant training
- More robust resources for consultants
- WorkWell Toolkit enhancements
- Follow-up 3 to 6 months after program

**The pilot was deemed a success by both businesses and consultants, who suggested the program should be expanded into a business-as-usual offering.**