



Wellbeing Plan 2024 - 2025



Wellbeing Plan 2024 - 2025

Edith Cowan University

Action	Key Activities and Targets	Links to Supporting Plan Strategic Objective(s) (all supporting plans can be found here)							Accountability Lead	Key Contributors	
		Educational Experience	Research	International	Aboriginal and Torres Strait Islander	Equity and Inclusion	Regional	Enrolment Growth			People and culture
Strategic Direction and Leadership Shadow											
Objective 1: Design a strategic and sustainable Wellbeing Program that is developed and led by ECU Leadership											
Establish the University Executive Wellbeing Committee. The Committee will determine the strategic and sustainable direction for Wellbeing across ECU.	Commence Committee meetings by October 2024										
	Identify and implement priority Wellbeing actions across 2024 - 2025								☒	Vice-Chancellor or Delegate, Deputy Vice-Chancellor	Leadership from Schools and Professional Services
	Identify and initiate key longer-term initiatives by March 2025										

Map the Wellbeing Framework against ECU's current strategic plan and underpinning whole of university plans and their objectives.	Utilise the mapping exercise to minimise duplication of effort when determining Wellbeing initiatives 2024 and beyond.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Deputy Vice-Chancellor	University Executive Wellbeing Committee People and Culture Team - WHS
Establish a network of Wellbeing Committees that will enact local initiatives from the University Executive Wellbeing Committee as well as support the University Executive Wellbeing Committee in establishing a sustainable and relevant Wellbeing Program.	Communicate expectation to Schools and Services by August 2024. Consider collaboration with existing Committees, Networks and/or groups that can provide subject matter expertise in any dimension of Wellbeing e.g., ECU's Staff with Disability Network.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	University Executive Wellbeing Committee	Leadership from Schools and Professional Services People and Culture Team - WHS
	Commence Committee meetings by Oct 24 (Note: some Schools have already commenced)									Schools and Professional Services Teams	People and Culture Team - WHS
Conduct a review of suitable measures and metrics to monitor effectiveness of the Wellbeing Program.	Measures and metrics defined by December 2024				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	University Executive Wellbeing Committee	Wellbeing Committees across Schools and Professional Services People and Culture Team External Provider(s)

Develop Wellbeing Mastery

Objective 2: Build capacity and capability across all levels of ECU

Scope and define internal capacity to support ongoing delivery of the Wellbeing Framework.	Consider what internal capacity will look like and how it can be resourced and developed.				☒	☒			☒	University Executive Wellbeing Committee	People and Culture Team Wellbeing Committees across Schools and Professional Services External Provider(s)
Design, develop and commence implementation of a programme to build staff and leadership capability in Wellbeing.	Identify where leaders are on their own Wellbeing journey.										
	Building literacy (Learning Ecosystem) by identifying what training and education leaders require to drive engagement in the Wellbeing Framework and building a culture of Wellbeing in their team(s).				☒	☒			☒	Chief Safety Officer	Workforce and Capability Team Strategic Partnerships Work, Health and Safety External Provider(s)
	Shift the individualised focus of mental health or illness to a healthy work culture for all.										Internal Capacity in the form of Wellbeing Champions
	Scope delivery methods that will best support and empower leaders in their understanding of Wellbeing.										

	Educate, inform and support leaders to enable their delivery of the Wellbeing Framework (by Dec 2024)										
Promote and support the Wellbeing of ECU Staff											
Objective 3: Inspire a culture committed to the wellbeing of Staff											
Improve promotion of Wellbeing at ECU.	Redesign the current Wellbeing SharePoint page by November 2024.								<input checked="" type="checkbox"/>	Chief Safety Officer	WHS Team
	<p>Promote a list of events relevant to the 6 dimensions of Wellbeing and aligned with University endorsed celebrations of both National and International significance such as R U Ok Day? and National Safe Work Month.</p> <p>Support women’s health and the Women’s Leadership Group by organising and promoting specific events such as Women’s Health Week and World Menopause Day.</p> <p>Develop draft 2025 Wellbeing promotions in collaboration with Committees.</p>								<input checked="" type="checkbox"/>	University Executive Wellbeing Committee and Chief Safety Officer	<p>People and Culture in conjunction with centralised Wellbeing Team</p> <p>Existing external providers and vendors for ECU e.g., UniSuper, Medibank, Bupa, etc</p> <p>Wellbeing Committees across Schools and Professional Services</p>

	Scope a Wellbeing app or similar tool that enables staff to access educational material and engage in setting goals to enhance their own Wellbeing journey (Aug 2024).								<input checked="" type="checkbox"/>	Chief Safety Officer	WHS Team in collaboration with PeoplSense by Altius
	Utilisation of the network of Wellbeing Committees to deliver Wellbeing information, events and training.					<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	Chief Safety Officer	WHS Team Strategic Partnerships Business Partners
	Utilisation of the network of Wellbeing Committees to prevent silos and promote bright spots and sharing of Wellbeing ideas and initiatives.					<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	Chief Safety Officer	WHS Team

Priorities residing in People & Culture's Operational Plan that interlink with Wellbeing

<p>Identify, develop and implement ECU's future of Work practices, including Wellbeing Impacts such as how we adapt the way we work, the way we manage, where we work, how we collaborate</p>	<p>Define Future of work practices.</p>										<input checked="" type="checkbox"/> City Campus Project Lead	<p>Workforce and Capability Team Strategic Partnerships</p>
<p>Development and implementation of an enhanced identification and management process for applicants and staff with conditions that require reasonable adjustment to support fitness for work, including neurodiversity.</p>	<p>Changes to recruitment process to enable improved pre-employment assessments, and updated Fitness for work Guideline incorporating reasonable adjustments and neurodiversity considerations introduced by December 2024.</p>										<input checked="" type="checkbox"/> Chief Safety Officer	<p>WHS Operations Strategic Partnerships</p>
<p>Develop and implement a psychosocial risk management framework for assessing and managing psychosocial hazards at work, such as:</p> <ul style="list-style-type: none"> • Job Demands (including Workload) • Workplace Relationships • Change Management • Organisational Culture 	<p>Psychosocial Framework and risk assessment implemented (2024 – 2025)</p>										<input checked="" type="checkbox"/> Chief Safety Officer	<p>WHS Team Strategic Partnerships</p>
<p>Design, develop and commence implementation of a development programme to build leadership capability in line with framework.</p>	<p>Governance document in place to drive consistency in programme design and development</p>										<input checked="" type="checkbox"/> Manager, Workforce Strategy	<p>Workforce and Capability Team Strategic Partnerships</p>
	<p>A Leadership programme defined and implementation commenced by Dec 2024.</p>										<input checked="" type="checkbox"/>	<p>WHS</p>

Develop and implement a people management programme to support managers in the fundamentals of managing people.	Pilot of programme on foundations of people management roll-out underway from March 2024									<input checked="" type="checkbox"/>	Manager, Workforce Strategy	Workforce and Capability Team Strategic Partnerships WHS
Start using ELMO to deliver Capability uplift programmes.	Provide learning and training opportunities through ELMO.									<input checked="" type="checkbox"/>	P&C Manager - to be determined.	Workforce and Capability Team Strategic Partnerships WHS Payroll