



Mental Health and Wellbeing Strategy

2023-2027



Australian Government
Office of National Intelligence

A message from the Director General

“I cannot think of another time when our Mission has been more important. Strategic trends are running increasingly against Australia’s interests, and the demands on the National Intelligence Community – and our people – have never been greater. That means the mental health and wellbeing of every person at ONI are an important priority for me and for the Office.”

We are living, and working, in a more complex and stressful world, as a result of great power competition, climate change, the introduction of new technologies and a changing world order. The COVID-19 pandemic added a further layer of strain on ONI’s people, both professionally and personally. The predicted consequences of widespread restrictions of movement, social distancing measures, physical isolation and lockdowns will continue to be felt for some time yet.

ONI continues to make a powerful contribution to government, testament to the commitment of each of you.

But, pressures placed upon us, particularly in these unprecedented times, can sometimes result in a workforce that feels strained. It is vital that we support one another, and feel comfortable asking for help when we need it.

Good mental health and wellbeing enable each of us to reach our full potential, experience fulfilling relationships, and adapt and cope in challenging circumstances.

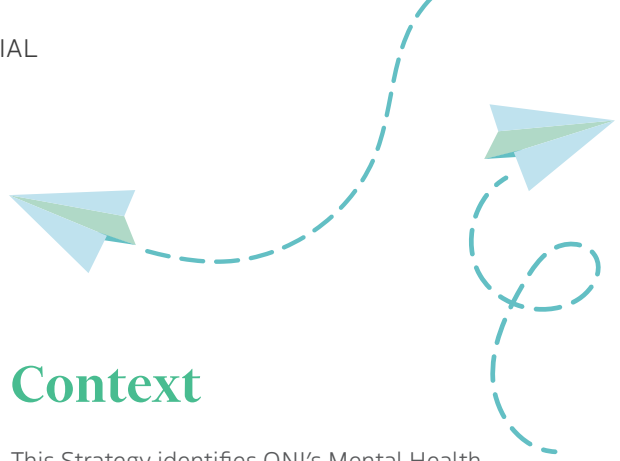
I am pleased to present this revised Mental Health and Wellbeing Strategy 2023-2027. With a strong focus on prevention, this Strategy invites each of us to play a role in achieving wellbeing for ourselves and supporting others in doing the same.

This Strategy outlines the goals and actions that will guide the work of Psychological Services and the Wellbeing Committee over the next five years. The guiding principles and goals set out in the Strategy are flexible and adaptable to meet the agency’s needs now and into the future.

Together, we can make it through the most challenging of times.



Andrew Shearer
Director-General National Intelligence



Vision

ONI staff working together to ensure that all our officers:

- › are resourced to address their mental health and wellbeing challenges in uncertain times, and
- › thrive both at work and in their lives more broadly.

Guiding Principles

- › Shared responsibility for mental health and wellbeing
- › A prevention-focused approach
- › Increased awareness and understanding of mental health
- › Reduced stigma associated with mental health issues
- › A focus on thriving rather than the mere elimination of illness or distress
- › Evaluation and continuous improvement

Context

This Strategy identifies ONI's Mental Health and Wellbeing goals and provides a high-level description of the types of action items that will be the focus of our efforts during 2023-2027. It is informed by the APS Mental Health and Capability Framework (August 2021) and is underpinned by seven evidence-based domains:

- › prevent harm
- › promote mental health
- › support recovery pathways
- › build literacy and develop capability
- › lead and govern well
- › promote thriving
- › evaluate and improve

Six of these domains have been identified in academic literature as critical to building workforce mental health capability. In developing ONI's Mental Health and Wellbeing Strategy, ONI Psychological Services added a seventh domain - promote thriving. This is built on the premise that optimal wellbeing is more than the absence of illness or distress; it is a state of flourishing, self-efficacy, resilience and optimism. Each of the seven domains is supported by several evidence-informed action items to build ONI's mental health and wellbeing capability.

The Domains and ONI's Goals

Domain / Goal 1: **Prevent Harm**

Ensure that work processes are designed to minimise psychological harm, including mitigation strategies for vulnerable roles and at-risk populations.

Domain / Goal 2: **Promote Mental Health and Wellbeing**

Promote Mental Health and Wellbeing: Provide opportunities for staff to engage in evidence-informed mental health promotion and wellbeing initiatives that are designed to enhance psychological protective factors.

Domain / Goal 3: **Support Recovery Pathways**

Provide evidence-based return-to-work and stay-at-work support and services.

Domain / Goal 4: **Build Literacy and Develop Capability**

Provide opportunities for staff to build literacy and develop capability in relation to mental health and wellbeing.

Domain / Goal 5: **Lead and Govern Well**

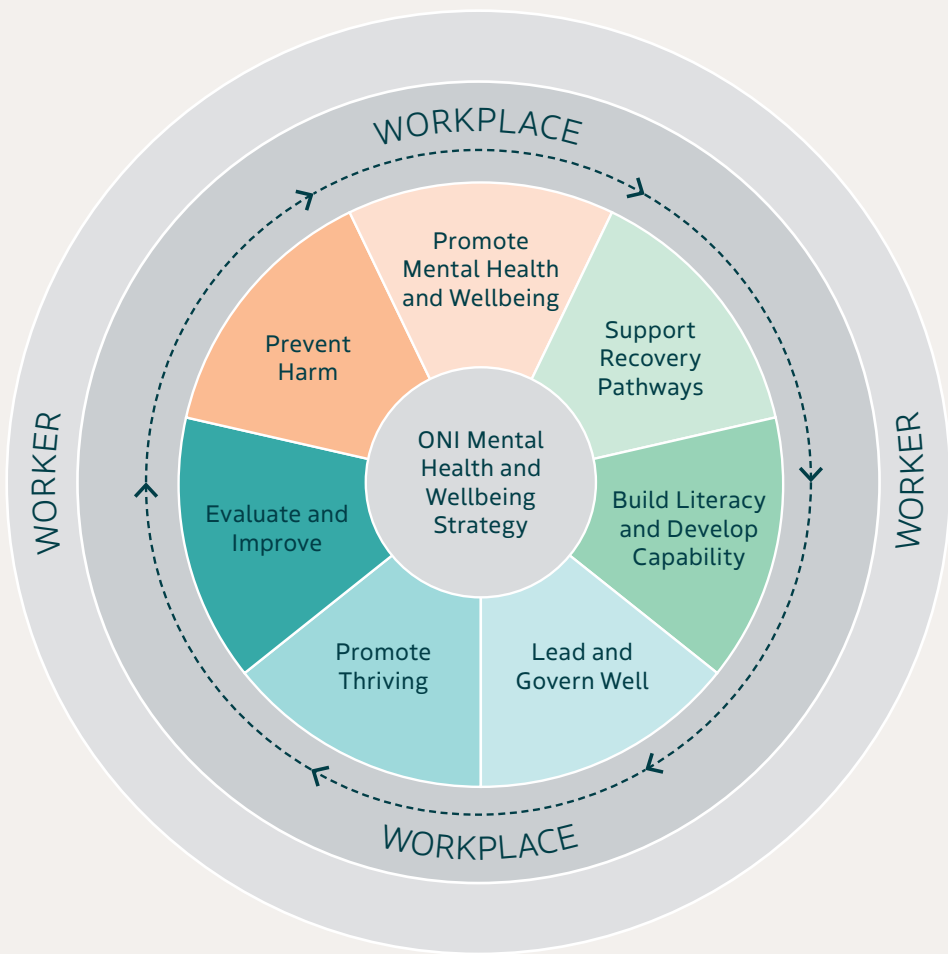
Ensure visible and actively engaged leadership and governance practices that exceed legislative requirements, policy/procedure and demonstrate a commitment to optimal wellbeing, for leaders themselves and the people they lead.

Domain / Goal 6: **Promote Thriving**

Promote thriving for all ONI officials, both at work and in their lives beyond work.

Domain / Goal 7: **Evaluate and Improve**

Evaluate and improve on the initiatives we put in place to meet our goals.



Contacts and Resources

External Resources	
Emergency	000 or 112 from a mobile
Lifeline - Crisis Support	13 11 14
Suicide Call Back Service - Self Harm Intervention	1300 659 467
Black Dog Institute - Mental Health Information	02 9382 2991
Beyond Blue - Mental Health Support and Information	1300 224 636
1800 RESPECT - Sexual Assault and Domestic Violence / Family Violence Support and Information	1800 737 732
MensLine Australia - Support for men with relationship and family concerns	1800 551 800





ONI is recognised as a Mental Health First Aid® Australia Skilled Workplace. This recognition acknowledges ONI's significant achievements in developing mental health first aid skills in our people and embedding a sustainable and effective mental health program.

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