| **Priority Area** | **Activity** | **Current****O** – ongoing**IP** – Project in Progress**1** – project funded and commencing this year | **Planned****2** – Short term (to be implemented over next 2 years)**3** – Longer term or aspirationalinitiatives | **Support**What support, if any, is required to complete the activity? | **Collaboration**Does/could the work involve collaboration with another/other agencies?  | **Sector Opportunity**Is there an opportunity for other organisations to learn from the activity?**OR**Is there a need for the sector to address issues highlighted by the activity? | **Cost/Resource requirements (if known)**  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority area 1 – Support the current and future workforce to deliver high quality, modern, culturally appropriate and secure services and programs. See pages 31 – 33 of the Mental Health, Alcohol and Other Drug Workforce Strategic Framework 2020 – 2025 (**[**Workforce Strategic Framework**](https://www.mhc.wa.gov.au/media/3423/workforce-strategic-framework-final-04-08-20.pdf)**) for more information.** |
|  | *Fictional Example**Review job descriptions to ensure that described activities align with current best practice and that all functions of role are included.* | *1* |  | *Assistance required from HR adviser regarding making changes to JDF.* | *Seek examples from other similar organisations to ensure that any common elements of work are described consistently across the sector.* | *Opportunity for sharing job descriptions to encourage sector alignment.* | *0.2 FTE for 1 month.* |
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| **Priority area 2- Ensure the specialist workforce is adequately configured and supported to meet the requirements of the Wester Australian community. See pages 36 – 38 of the Workforce Strategic Framework for more information.** |
|  | *Fictional Example**Development of a directory of past employees. Optional for exiting employees to sign up to be informed of organisational developments including job vacancies.* |  | *2* | *None.* | *Possible future collaboration if project is suitable to scale up across sector.* | *Potential opportunity to sector wide collaboration on database of skilled workers (worker opt-in required).* | To be determined. |
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| **Priority area 3 – Promote innovation in service delivery, and encourage the uptake of best practice and evidence-informed practices, including integration of services and delivery of holistic, whole of person support. See pages 39 – 40 of the Workforce Strategic Framework for more information.** |
|  | *Fictional Example**Expand role of Consumer Advisory Group. CAG to review staff induction manual and other policies as they are scheduled for review.* | *IP* |  | *Payments to CAG members for time required.* |  |  | *$37.50 per hour for each member.* |
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| **Priority area 4 – Support relevant health and human service agencies outside of the mental health and AOD specialist providers, and their staff, to deliver appropriate mental health and AOD services. See pages 41 – 42 of the Workforce Strategic Framework for more information.** |
|  | *Fictional example**Creation of work experience officer role to offer a short-term placement for people considering a career in the mental health sector.* | *IP* |  | *Support from Senior Management Team to ensure a broad focus and appropriate work is provided.* | *Possibility to create a longer term position if rotations with other organisations could be established.* |  | *1.0FTE level 1 Officer role (2 months).**0.1FTE level 7 Manager role (2 months).* |
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| **Priority area 5 – Improve workforce data collection and continually monitor and evaluate workforce data to enable effective planning and development activity. See page 43 of the Workforce Strategic Framework for more information.** |
|  | *Fictional example**Implement yearly customer satisfaction survey, with results used to drive positive change in service delivery.* |  | *3* | *Additional funding to develop electronic survey materials.* |  |  | *To be determined.* |
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