



Safe and Well at Work Strategy 2025-2030

Department for Education,
Children and Young People



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A workforce that feels safe, well and valued

Purpose

The *Safe and Well at Work Strategy 2025 – 2030* (the Strategy) has been developed as a whole-of-DECYP strategic roadmap for safety and wellbeing.

The Strategy identifies strategic goals and actions to enhance and support safety and wellbeing outcomes for all our employees. Its focus is on the worker and ensuring that “We have a workforce that feels safe, well and valued”.

It is our people that make the difference in ensuring that every child and young person is known, safe, well and learning. Through the Strategy, we are looking to enhance the physical, psychological and cultural safety of our workers, and ensure that our people services, systems and supports meet the needs of our workforce.



Our context

Background

DECYP is committed to ensuring our staff feel safe and well at work - supported by respectful and inclusive workplaces. With the range of initiatives underway, it is important that we identify and align our priority actions for safety and wellbeing to ensure they are delivered and that our strategic outcomes are achieved.

The *Safe and Well at Work Strategy 2025 – 2030* has been developed to:

- guide and coordinate our efforts
- provide clarity and certainty
- ensure our approach supports all our people
- bring our different business areas together.

The Strategy has been built to align with the *DECYP Strategic Plan 2024-2030* where Our Foundations include “A valued and capable workforce”. Additionally, it aligns with the *DECYP Workforce Strategy 2025-2030*, which reinforces the outcome for a safe, well and valued workforce and identifies the need for the Strategy under the *Foundations for the Future 2025 to 2026* implementation plan.

We also acknowledge the work of other state jurisdictions. Their work has shaped the development of the Strategy.

Our objectives

The Strategy aligns with Our DECYP Workforce Objective:

- Bright Lives and Positive Futures for all Tasmanian Children and Young People.
- A Valued and Capable Workforce is a foundation of our Strategic Plan. It is Our People that make the difference in ensuring that every child and young person is known, safe, well, and learning. Together, we uphold the Rights of the Child in all that we do.

Our outcomes

The Strategy aligns with Our DECYP Workforce Outcomes:

- We have the right people with the right skills in the right jobs.
- We have a workforce that feels safe, well, and valued.
- We attract and retain a skilled and capable workforce.
- Children, young people and their families feel safe, listened to, respected, and supported by the workforce.

Safe and Well at Work Strategy 2025-2030

OUR FRAMEWORK



Our People

Building the right supports for our people, allowing tailored responses, and expert advice.



Our Culture

Embedding a culture of safety and wellbeing that builds the capability, skill and confidence of our staff.



Our Systems

Establishing effective systems that support and empower our workforce.



Promote, Prevent, Respond and Recover

Our holistic approach for supporting a safe, well and valued workforce.

OUR GOALS

Cultivate mentally healthy workplaces and wellbeing.

Create a shared culture of responsibility and support.

Simplify the management of health and safety compliance.

Provide more expert advice and support.

Increase capacity and capability to prevent and respond to emerging risks.

OUR ACTIONS

These are our initial foundational actions. Actions may be revised or new actions identified over 2025-2030.

- Deliver a new and expanded Staff Wellbeing Support Program (Wellbeing Connect).
- Establish a new Psychosocial Safety Taskforce.
- Create new resilience and wellbeing resources for leaders.

- Appoint a new cross-agency Safe and Well Reference Group.
- Implement mandatory safety and wellbeing leadership training for leaders and managers.
- Introduce a foundational Safety and Wellbeing learning program.

- Implement a new DECYP Safety Management System.
- Streamline and enhance the safety risk management process in schools.
- Simplify emergency management and incident management tools.

- Establish a School Staff Wellbeing Response team.
- Deliver a Safety and Wellbeing Hub.
- Adopt a people-centred approach to injury management.

- Prepare and implement a Occupational Violence and Aggression Prevention Strategy.
- Introduce safe and well assurance arrangements.
- Develop a major incident readiness policy and procedure.

OUR PRINCIPLES

Simplification

Building simple and agile systems and processes that assist our workforce, current and future.

Trust

Demonstrating our commitment through actions and ensuring we are effectively communicating.

Respect

Valuing and creating an environment where our workforce feels safe and supported.

Engagement

Increasing engagement and building a better understanding of safety and wellbeing.

Accountability

Ensuring all our workforce feels empowered to make a difference and has clarity on responsibilities.

OUR APPROACH

Design

Implement

Consolidate

OUR DECYP WORKFORCE OBJECTIVE

Bright Lives and Positive Futures for all Tasmanian Children and Young People.

A **Valued and Capable** Workforce is a foundation of our Strategic Plan. It is Our People that make the difference in ensuring that every child and young person is known, safe, well, and learning. Together, we uphold the **Rights of the Child** in all that we do.

OUR DECYP WORKFORCE OUTCOMES

We have the right people with the right skills in the right jobs.

We have a workforce that feels safe, well, and valued.

We attract and retain a skilled and capable workforce.

Children, young people and their families feel safe, listened to, respected, and supported by the workforce.

ACKNOWLEDGEMENT

We acknowledge the Tasmanian Aboriginal Community as the traditional and continuing custodians of Lutruwita, where palawa have cared for their children and prepared them for life since the beginning of time. We honour Elders, past and present.

Safe and Well at Work Strategy

Our framework

The Strategy is underpinned by a strategic framework. This framework reflects our holistic approach and the key elements of our focus to ensure we have a workforce that feels safe, well and valued at DECYP.



Our People
Building the right supports for our people, allowing tailored responses, and expert advice.



Our Systems
Establishing effective systems that support and empower our workforce.



Our Culture
Embedding a culture of safety and wellbeing that builds the capability, skill and confidence of our staff.



Promote, Prevent, Respond and Recover
Our holistic approach for supporting a safe, well and valued workforce.

Our principles

The Strategy establishes five principles to guide our approach:

Simplification

Building simple and agile systems and processes that assist our workforce, current and future.

Trust

Demonstrating our commitment through actions and ensuring we are effectively communicating.

Respect

Valuing and creating an environment where our workforce feels safe and supported.

Engagement

Increasing engagement and building a better understanding of safety and wellbeing

Accountability

Ensuring all our workforce feels empowered to make a difference and has clarity on responsibilities.

Our goals

The Strategy identifies five goals to work towards in ensuring we have workforce that feels safe, well and valued. Our goals are to:

- Cultivate mentally healthy workplaces and wellbeing.
- Create a shared culture of responsibility and support.
- Simplify the management of health and safety compliance.
- Provide more expert advice and support.
- Increase capacity and capability to prevent and respond to emerging risks.

Cultivate mentally healthy workplaces and wellbeing

Cultivating mentally healthy workplaces and wellbeing focusses on creating an environment where staff feel supported, valued, and empowered to thrive both personally and professionally.

This extends to implementing practices that promote mental health awareness, reduce stress, and encourage work-life balance. It can also include providing access to mental health resources, fostering open communication, and building a culture of empathy and respect across our sites.

By prioritising mentally healthy workplaces and wellbeing, DECYP can enhance productivity, manage risk and reduce staff impacts, and support the creation of more positive and inclusive workplaces.

Our actions

Actions	Design	Implement	Consolidate
1. Deliver a new and expanded Staff Wellbeing Support Program (Wellbeing Connect)	•		
2. Establish a new Psychosocial Safety Taskforce	•		
3. Create new resilience and wellbeing resources for leaders			

A 'dot' means that work is underway in that phase. A 'tick' means that work in that phase is completed.

Create a shared culture of responsibility and support

Creating a shared culture of responsibility and support in the context of safety and wellbeing means fostering an environment where every worker feels accountable for their own actions, builds capabilities in supporting the wellbeing of others, and feels supported and valued.

By encouraging everyone to look out for one another and support each other’s mental and physical health, DECYP can build a more resilient, cohesive, and positive work culture.

This goal emphasises collective responsibility, where employees actively participate in maintaining a safe and healthy workplace. It also involves open communication, mutual respect, and collaboration to identify and mitigate risks.

Our actions

Actions	Design	Implement	Consolidate
4. Appoint a new cross-agency Safe and Well Reference Group	•		
5. Implement mandatory safety and wellbeing leadership training for leaders and managers			
6. Introduce a foundational Safety and Wellbeing learning program			

A ‘dot’ means that work is underway in that phase. A ‘tick’ means that work in that phase is completed.

Simplify the management of health and safety compliance

Simplifying the management of health and safety compliance involves streamlining processes and systems to ensure that regulations are easily understood and adhered to.

This goal aims to reduce complexity and administrative burden, and simplify existing management processes, making it easier for DECYP to maintain compliance and for workers to follow health and safety procedures and arrangements.

Benefits to DECYP include improved efficiency, reduced risk of legal issues, and enhanced reputation. For workers, it means a safer work environment, clearer guidelines, and less stress related to compliance tasks. Overall, it fosters a culture of safety and accountability, benefiting everyone involved.

Our actions

Actions	Design	Implement	Consolidate
7. Implement a new DECYP Safety Management System	✓		
8. Streamline and enhance the safety risk management process in schools	•		
9. Simplify emergency management and incident management tools			

A 'dot' means that work is underway in that phase. A 'tick' means that work in that phase is completed.

Provide more expert advice and support

Providing more expert advice and support involves ensuring that employees have access to subject matter experts and resources that can assist and offer guidance on best practices and effective strategies for safety and wellbeing.

This approach not only fosters a safer work environment but also empowers individuals to perform their tasks confidently and efficiently, contributing to a positive and productive workplace and workplace culture.

This goal aims to enhance the quality of service by delivering tailored advice that addresses specific needs and challenges (e.g. site-specific risks). By offering expert support, employees can more-readily navigate safety protocols, reduce risks, improve their overall level of safety and wellbeing and readily access support.

Our actions

Actions	Design	Implement	Consolidate
10. Establish a School Staff Wellbeing Response team	✓		
11. Deliver a Safety and Wellbeing Hub			
12. Adopt a people-centred approach to injury management			

A 'dot' means that work is underway in that phase. A 'tick' means that work in that phase is completed.

Increase capacity and capability to prevent and respond to emerging risks

Increasing capacity and capability to prevent and respond to emerging risks involves enhancing the skills, resources, and systems within DECYP to effectively identify, assess, and mitigate new hazards and risks.

This approach not only protects the workforce but also maintains operational continuity and minimises disruptions.

This goal supports proactive measures, such as hazard-specific strategies and improved emergency management arrangements.

By building resilience and empowering employees with the knowledge and tools they need, DECYP can respond to unforeseen challenges, ensuring a safer and more secure work environment.

Our actions

Actions	Design	Implement	Consolidate
13. Prepare and implement a Occupational Violence and Aggression Prevention Strategy			
14. Introduce safe and well assurance arrangements			
15. Develop a major incident readiness policy and procedure			

A 'dot' means that work is underway in that phase. A 'tick' means that work in that phase is completed.

Next steps

This is the first iteration of the Strategy and it lays the foundation for safety and wellbeing initiatives for 2025-2030.

Once the Strategy is finalised, implementation will commence and our progress will be monitored annually to ensure we are delivering on the identified goals and actions.

While the Strategy is foundational, we also recognise the need to adapt and be flexible. We will continue to work closely with our workers across DECYP, and the Strategy may be reviewed and adjusted according to emerging needs and priorities.