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| Child Protection Wellbeing ProgramFact sheet |
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# Background

The Child Protection Wellbeing Program (CPWP) was established in response to the 2018 Victorian Auditor General’s Office (VAGO) report on [Maintaining the Mental Health of Child Protection Practitioners.](https://www.audit.vic.gov.au/report/maintaining-mental-health-child-protection-practitioners?section=32792--audit-overview&show-sections=1#32792--audit-overview)

The CPWP is a multi-tiered program that includes group-based interventions, individual support, training, and webinars. The aim of the CPWP is to provide positive strategies for child protection practitioners and managers to manage stress and foster self-care and resilience both within work and life. The CPWP provides support with practical strategies to proactively manage wellbeing and enable lasting changes as individuals and teams. This is accomplished through embedding a culture of wellbeing in day-to-day work practices.

The work of the program is underpinned by the [Child protection mental health and wellbeing plan 2024–2025](https://dhhsvicgovau.sharepoint.com/sites/CPLHub/SitePages/Child-Protection-Mental-Health-%26-Wellbeing-Plan.aspx) (the plan) which helps us meet our commitment to support and protect the mental health and wellbeing of the child protection workforce.

The plan provides:

* a framework to support and protect the CP workforce’s mental health and wellbeing
* suggested actions relevant to practitioners and the environment they work in
* resources to build our leaders’ capacity to create a psychologically safe environment for all staff.

# **Our Wellbeing Programs**

The suite of programs and supports available within the Child Protection Wellbeing Program includes:

# **Team/ Group Wellbeing Supports**

In-person or online wellbeing workshops delivered by our trained facilitators. We partner with you to review your goals and plan a program of support tailored to your team’s needs. These sessions not only include strategies and support around the factors that foster team cohesion and wellbeing but also provide a space for the team to connect in a meaningful way. The sessions primarily involve facilitated discussions amongst the team, using a range of experiential learning exercises and activities.

The Child Protection Program’s evidence-based, proactive supports include:

* Tailored wellbeing programs of 90–120-minute sessions (up to six sessions per team)
* Follow up sessions with participants at 3- and 6-months following completion
* Telephone and email support during and after programs as required

All sessions are confidential. High level summaries of key issues are identified to senior managers in Area, as part of program monitoring. This does not include any names or identifying information.

Referrals can be made by any member of the child protection workforce with endorsement of senior managers (DAOM and above). For all information, enquiries or to make a referral for group-based support: cpwellbeing@dffh.vic.gov.au

1. **Individual counselling and support**

One to one counselling provided by mental health clinicians who have experience and knowledge of working in child protection or with complex children and families. This program is delivered by the Nursing and Midwifery Health Program and Child Protection practitioners are able to access up to six sessions per presenting issue Child Protection Health Program – **1800 998 333** – for individual counselling support <http://www.nmhp.org.au/cphpv/>

1. **Wellbeing training**

Workshops and an eLearn for practitioners and managers including:

* ***‘******Workplace Psychological Health Essentials for CP Practitioners’***- This training supports child protection practitioners to identify key stressors in the workplace and develop stress management and resilience techniques and resources.
* ***‘Workplace Psychological Health Essentials for CP Managers’*** *-* This training supports child protection managers to gain insight into the prevalence of mental health issues, changes in behaviour in teams and what these may mean; and develop the skills to have effective conversations around stress, mental health and wellbeing.

These courses are delivered by Communicorp and are tailored for all staff working in child protection including child protection practitioners, Secure Care, Hurstbridge Farm, Refugee Minor Program, Child Protection Litigation Office and rural solicitors. Enroll through [Our People Learning](https://performancemanager10.successfactors.com/sf/home?bplte_company=departme06&_s.crb=ddrWen%2b71IBpxaKNyF30k%2bSPQ38%3d#Shell-home)

* ***‘Supporting the Wellbeing of Child Protection Practitioners’* eLearn** module provides an overview of wellbeing and the importance of self-care.

In addition to team wellbeing supports and training, the CPWP is a multi-tiered program that also provides:.

* **Wellbeing Webinars**: Monthly webinars focusing on supporting individual resilience and self-care and are based on key themes identified by practitioners and managers.
* **Group based wellbeing support** for new practitioners, international recruits and Aboriginal staff
* **Guest Speakers**: Interactive live events with mental health and wellbeing clinicians who share their knowledge, skills, experience, and insights.
* **Video clips, Podcasts and Online Resources**: Specifically curated by the Child Protection Wellbeing Program to cater to a range of presenting wellbeing issues with easily applicable strategies to manage these. Includes the interview series – ‘Their Stories’ where practitioners share their wellbeing strategies. Caters for staff at all levels of our organisation.

Visit [My Wellbeing (sharepoint.com)](https://dhhsvicgovau.sharepoint.com/sites/CPLHub/SitePages/My-Wellbeing.aspx) for information on all our Wellbeing Supports and Resources

# Supports and Contacts

**Child Protection Wellbeing Program** – for all information, enquiries or to make a referral for group-based support:

cpwellbeing@dffh.vic.gov.au

**Child Protection Health Program** – 1800 998 333 – for individual counselling support

<https://www.nmhp.org.au/cphpv/child-protection-health-program.html>