



DFES General Circular No: 216/2023

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HAVE YOUR SAY – THRIVING AT DFES EVALUATION SURVEY



In 2021, DFES launched its first Mental Health and Wellbeing Strategy and Action Plan 2021-2023, known as *Thriving at DFES*.

Our vision is to be a mentally healthy workplace where everyone feels safe, supported, valued, included, and no one is left behind.

Our goal is for everyone to thrive at work.

Our mantra is 'you thrive, we thrive'.

Over the last three years we have worked hard to offer a variety of mental health and wellbeing activities that collectively help 'prevent harm', 'provide support' and 'promote thriving'.

As the current *Thriving at DFES* Action Plan comes to an end, it is vital that we evaluate the current version and commence developing the next.

To help achieve this we are launching the '**Thriving at DFES Evaluation Survey**'.

The 'Thriving at DFES Evaluation Survey' has been developed by the Future of Work Institute (FOWI, Curtin University) and is based on the [Thrive at Work Framework](#). This framework provided the foundation for *Thriving at DFES*. The survey is standardised and has been used by numerous government departments, private organisations and emergency service agencies.

The survey will allow DFES to:

- Hear from you and give you an opportunity to express your views on mental health and wellbeing matters at DFES that affect you.
- Identify psychosocial hazards and risk factors by drawing on employee/emergency services volunteer experiences.



- Uncover varying strengths and opportunities within the organisation.
- Gain comprehensive insights into the drivers and leading indicators of mental health at work/volunteering.
- Allow for data driven decision making and optimising return on investment.
- Establish a baseline measure to track improvements over time as we aim to release this survey again in a couple of years' time.

Survey details:

- Completely voluntary and anonymous.
- All data is confidential and only aggregate results will be shared with DFES.
- 30mins - we know this is a long time but it's worth it!
 - We recommend completing it in one sitting as you are unable to stop and return to a save point at a later date.
 - Note: some items may appear similar, but this is to ensure the data is of high quality.
- The following browsers are compatible when updated to the latest version: Google Chrome, Mozilla Firefox, Safari, and Microsoft Edge.
 - The dashboard is not compatible with Microsoft Internet Explorer.
- The survey can be completed on a PC, tablet, or mobile device (Android and iOS).
 - The dashboard is not compatible with tablet or mobile devices so please view your dashboard on a PC.

Who should complete the survey?

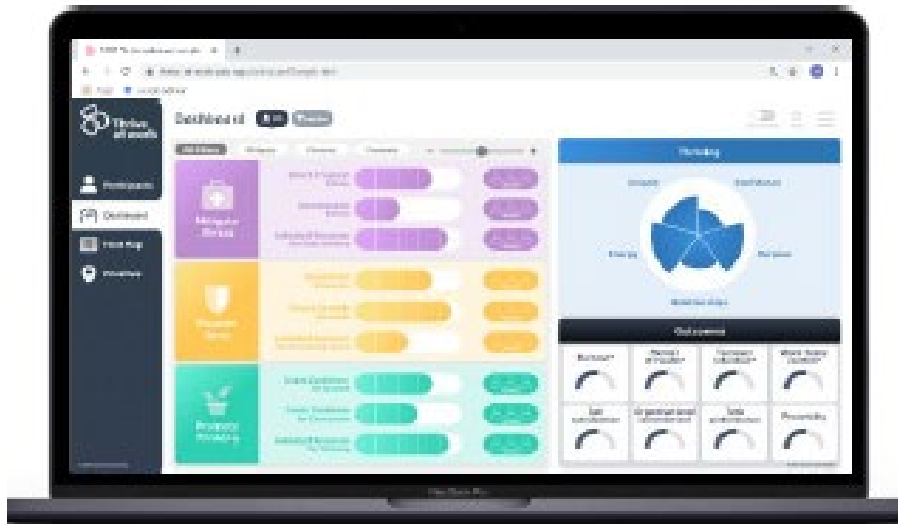
- All DFES employees and emergency services volunteers.

Why should I complete the survey (i.e. what are the benefits)?

- It's a chance for you to voice your views on your experiences working/volunteering at DFES on mental health and wellbeing related matters.
- The information will:
 - Help evaluate the current Strategy and Action Plan by highlighting areas of strength and areas of development (i.e. activities that 'prevent harm', 'provide support' and 'promote thriving').
 - Inform the next *Thriving at DFES* Action Plan to ensure it is fit for purpose and continues to support and boost your mental health and wellbeing.



- After completing the survey, you will receive:
 - Immediate access to your individual results dashboard.
 - Practical tips and strategies for improving your work/volunteer experience.
 - The option to compare your results against others at DFES.



How do I complete the survey?

Option 1. Please click [Thriving at DFES Evaluation Survey](#)

Option 2. Use the following URL [Survey \(thrive-dashboard.web.app\)](#)

Option 3. Scan this QR Code



For more information, please contact the Mental Health and Wellbeing team at thriving@dfes.wa.gov.au

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