



**Grampians
Health**

Grampians Mental Health & Wellbeing Service

Co -design, Co -Production & Recovery Oriented Service Transformation Initiative



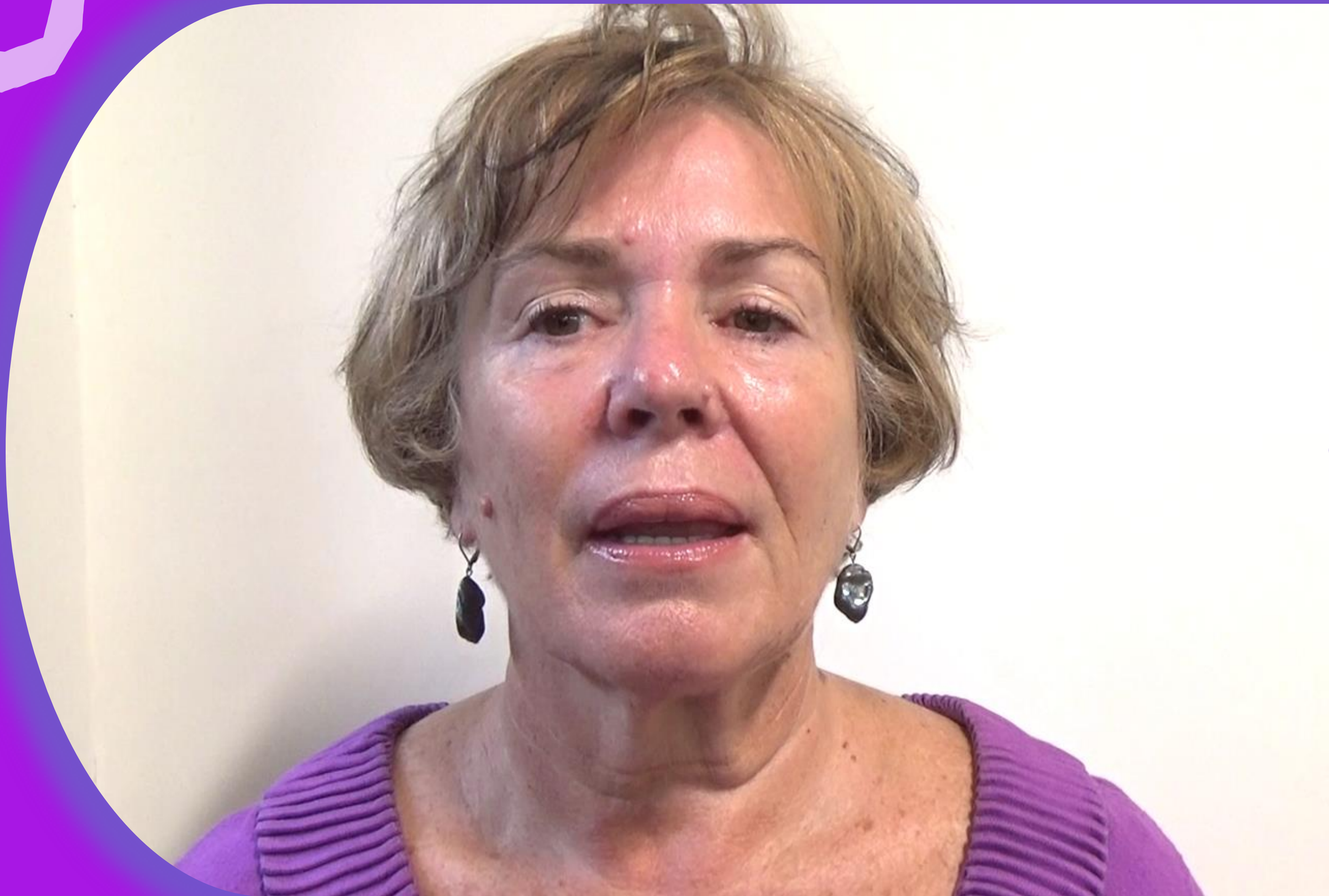
***A journey of
a thousand
miles begins
with a single
step***

Lao Tzu

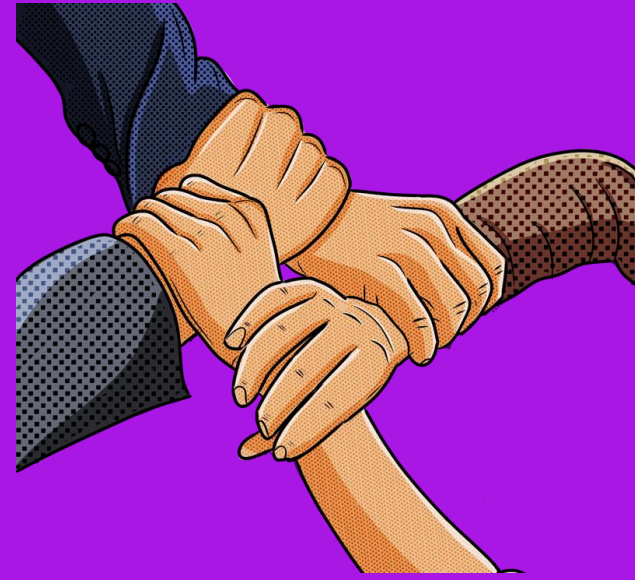




What Is ROSTI?



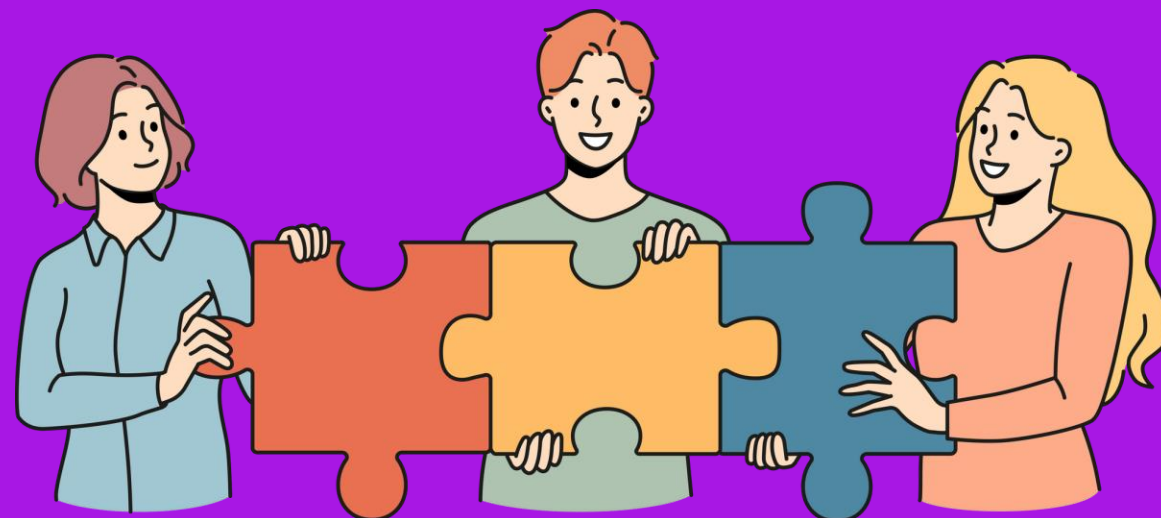
Where Did We Start?



Culture



LLEW workforce
growth



Co design

CULTURE



**Development of Unique Values
Proposition and practice principles
in consultation with Leadership
group and LLEW workforce**



Unique Values Proposition

We are Grampians Area Mental Health Service.

We are one of many parts of the mental health ecosystem.

We are a human rights based organisation first and foremost.

We partner with people who experience psychological distress and who are the most vulnerable to live well in our community.

Our Clinical practice creates intentional opportunities for people to recover gaining the confidence, competence and resilience to live expansively with increasing ability to navigate the challenges that life may bring.



Practice Principles



Be led by the person

"Not about you without you"



Beyond Risk Management



Engage personally / personalised



We are compassionate & kind



Collaborative learning

CULTURE

Culture eats strategy for breakfast

Peter Drucker

You know, I'm all for progress.

It's the change I object to

Mark Twain



*Problems cannot be solved
with same mindset that
created them*

Albert Einstein

*A compelling story is the
first step in creating a
shared understanding*

Vibhas Ratanjee

EXPANDING THE LIVED AND LIVING EXPERIENCE WORKFORCE AT GRAMPIANS MENTAL HEALTH & WELLBEING SERVICES

APPOINTMENT TO THE SENIOR CARER AND CONSUMER CONSULTANT DECEMBER 2022

APPOINTMENT TO THE DEPUTY DIRECTOR OF LIVED AND LIVING EXPERIENCE CONSUMER PERSPECTIVE SEPTEMBER 2022

APPOINTMENT TO THE DIRECTOR OF CO DESIGN AND CO PRODUCTION ROLE JUNE 2022

CO FACILITATED LEAP WORKING PARTY COMMISSIONED TO REVIEW HOW IT OPERATED AT GRAMPIANS HEALTH

07

06

APPOINTMENT TO CONSUMER EDUCATOR FEBRUARY 2023 AND ACTIVELY RECRUITING TO CARER EDUCATOR

04

APPOINTMENT TO THE SENIOR CARER AND SENIOR CONSUMER PEER SUPPORT WORKERS DECEMBER 2022

03

02

APPOINTMENT TO THE CONSUMER AND CARER SENIOR ADVISER ROLES IN JULY 2022, ENSURING LLEW INPUT TO SERVICE DEVELOPMENT AND TRANSFORMATION

01

Lived & Living Experience Workforce Growth

Lived & Living Experience Workforce Growth

EXPANDING LIVED AND LIVING EXPERIENCE WORKFORCE

PROJECT LEAD - BETTER AT HOME MENTAL HEALTH APPOINTED TO DEXPAND THE CURENT PROGRAM AND REDUCE UNNESASRRY ATTENECE TO THE EMERGENCY DEPARTMENT JULY 2023



RECRUITMENT OF CONSUMER AND CARER PEER WORKERS TO COMMUNITY TEAMS APRIL 2023 - ONGOING



SENIOR ADVISER APPOINTED TO THE MENTAL HEALTH IMPLIMENTATION TEAM

12

LIVED EXPERIENCE TEAM HAS GROWN FROM 4 IN JUNE 2022 TO 30 AS OF JULY 2023 WITH ANOTHER 10 FTE CURRENTLY ADVERTISED

14

ALLIED HEALTH TEAM CREATED WITH SW PSYCHOLOGY, OT AND LLEW TO IN REACH INTO ALL INPATIENT UNITS AND DEVELOPE RECOVERY BASED SERVICES AND PRGRAMS

13

EDENHOPE RURAL OUTREACH TEAM BROUGHT UNDER THE UNBRELLA OF LLEW JULY 2023

11

WORKING PARTY COMMISSENED TO REVIEW ALL TOR AND LLEW CO CHAIRS FOR ALL COMMITEES AND MEETINGS JUNE 2023

09

10



Co-Design

Following the success of Community of Practice:

- **Co – Led Working groups commissioned focusing in design of policy and forms. (60 volunteers across 5 groups)**
- **Co - Design of in house ROSTI training.**



Challenges and Learnings

Challenges

- Moving out of our comfort zone and being vulnerable particularly with people who use our service
- Maintaining focus and moving forward amongst demand and staffing challenges
- Engaging our Acute health colleagues in transformational change



Learnings

- This a long journey and we need to quarantine time to focus on the change
- Success requires a demonstrated commitment from all staff especially Leadership
- Some of the best ideas do not come from the Leadership team

Where to from here?

- Continue to create intentional opportunities to support our staff to work together in a co design framework
- Development of measures to track our progress and success

