

Co-designing an AOD Toolkit & Specialist EAP for Emergency Service Leaders

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Manager Service Development

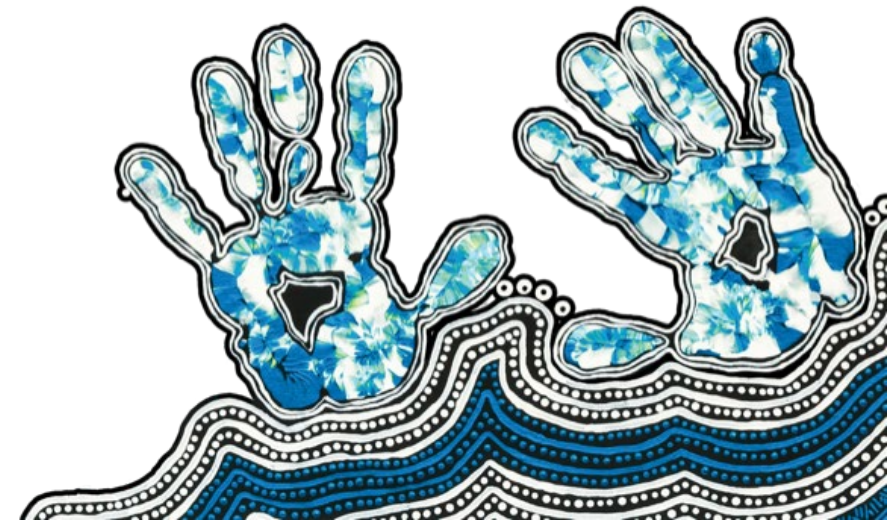


HOLYOAKE

Whenever you're ready.

Acknowledgment of Country

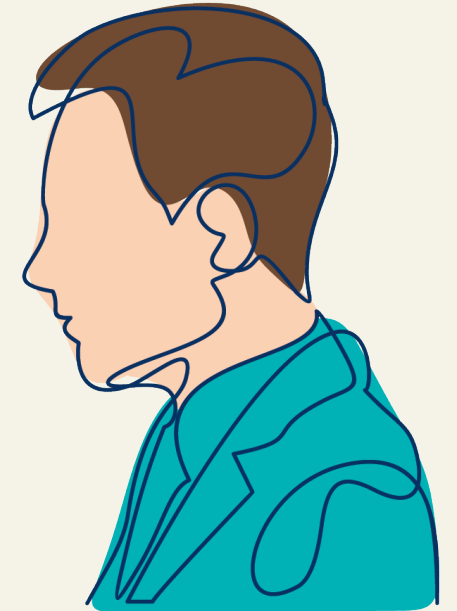
In the spirit of reconciliation, we would like to respectfully acknowledge the Whadjuk People as the Traditional Custodians of the land on which we all meet today. We recognise their continuing connection to culture, land and water and pay our respects to Elders past, present & emerging, as well as to those Aboriginal & Torres Strait Islander people that are here with us today.



Acknowledgment of Lived & Living Experience

We would also like to acknowledge those that we have lost, have been bereaved or impacted, and those with lived experience of alcohol and other drug dependence, mental ill-health or suicidal ideations.

We acknowledge the voice of lived experience & honour those voices by allowing them to guide the work that we undertake.



Holyoake

Since 1975 we have given people impacted by alcohol, drugs and mental ill health the support, hope and confidence they need to live the life they choose. By having an open door. By listening. By offering free, personalised help for anyone who needs it, **whenever they're ready.**

Our Why

To give people the support, hope and confidence they need to live the life they choose.

Our Promise

To listen without judgement and support you unconditionally, to create the life you choose.

Values

PASSION

We are committed and connected to our purpose

Supporting Behaviours:

- There is genuine enthusiasm and excitement for making a difference
- Our actions demonstrate that people matter
- Celebrating our consumer's growth



INNOVATION

Fostering an environment where creativity thrives and new and surprising things happen

Supporting Behaviours:

- Thinking outside the box
- Being open minded and forward thinking
- Trying new ways of doing things
- Continually improving what we do
- Sharing ideas and learnings



CONNECTION

Meaningful relationships with people and communities

Supporting Behaviours:

- Working in proactive and diverse partnerships
- Listening deeply without judgement
- Accepting people where they are at
- Working collaboratively
- Being present



INTEGRITY

We are honest, ethical and authentic

Supporting Behaviours:

- Acting in accordance with our values, our code of conduct and capability framework
- Being accountable for our actions and words
- Doing what we say we will do



COURAGE

Embracing challenges with strength and heart

Supporting Behaviours:

- Walking alongside others
- Making and communicating difficult decisions
- Openness to change
- Challenging ourselves and others
- Persisting through uncertainty



Co Design

- A **partnership** with Holyoake and St John Ambulance that is responsive to the **emerging needs** of teams and their families.
- An **innovative** approach to Employee Access Programmes; specialist Drug and Alcohol support.

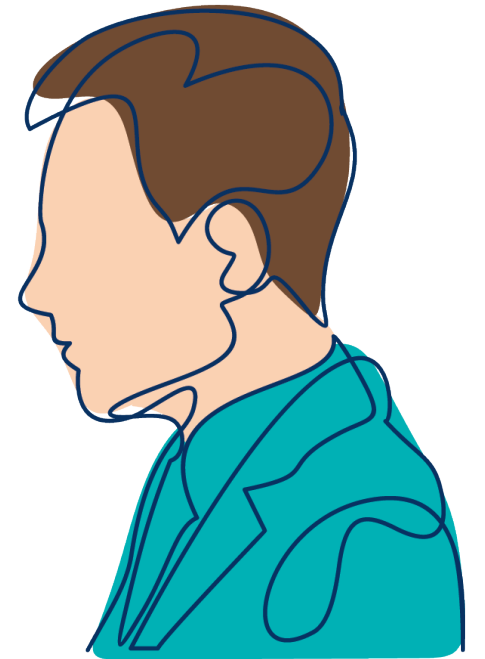


Four Pillars

- *Support in developing internal AOD content*
- Creation of a specific Managers AOD Toolkit
- Training for managers and leaders to build capacity
- Ongoing delivery of Specialist EAP

Internal AOD content

- Support in developing internal AOD content
- Intranet and local resources



Managers AOD Toolkit

- Creation of a specific Managers AOD Toolkit
- Internal policy alignment
- Language
- Audience



Training

- Mix of in person and online
- Resources to support learning
- Agency buy in



Specialist EAP

- Dedicated experienced trained staff
- Constant communication with wellbeing team



HOLYOAKE

Whenever you're ready.

Questions

