

# Video transcript: Employee Health and Wellbeing in Victorian Public Hospitals

## About this audit

As their employer, hospitals are responsible for protecting their employees' mental health and wellbeing. The Department of Health is responsible for overseeing this.

## What we concluded

We concluded that the department and the 3 hospitals we audited don't effectively support workers' mental health.

We made 3 key findings.

### Key finding 1

First, hospital workers' mental health has deteriorated since 2019.

More workers are reporting feeling stressed and miserable about work.

### Key finding 2

Second, the department doesn't use the most relevant data to assess how well hospitals protect their staff.

This means it may not be able to intervene if a hospital is underperforming or identify systemic issues across the sector.

The department funds some programs to improve hospital workers' mental health. But it doesn't always know if these programs are working.

### Key finding 3

Third, the audited hospitals don't have processes that effectively manage psychosocial hazards, such as fatigue and occupational violence.

This is because there are gaps in how they identify and assess risks.

## What we recommended

We made 2 recommendations to the department, including one about monitoring and reporting on hospital workers' mental health and wellbeing. And one about evaluating support programs.

We also made one recommendation to the audited hospitals about managing psychosocial hazards.

### **More information**

Interested in finding out more? See the full report on our website.