

## **Leading Mental Health Change – Why, How & What?**

The Royal Commission (RC) into Victoria's Mental Health System was established in 2019 in recognition of a system under duress - failing to support people living with mental illness or psychological distress, families, carers and supporters, as well as those working in the system.

The proposal for disaggregation of Melbourne Health - North West Mental Health (NWMH) is a direct result of the RC into Mental Health and is a crucial step in providing more accessible, responsive, and well-resourced mental health service delivery for Victorians in north and western metropolitan Melbourne, and better align with the future mental health and wellbeing system in Victoria.

Building on these recommendations, the governance of adult and older adult mental health services delivered by NWMH across Inner West, Mid-West, North West and Northern will be shared across Northern Health, Melbourne Health and Western Health (WH).

The Western Health Mental Health transition and integration team was established in January 2023 to lead this transformation. The scope of the project is to guide and facilitate the transition of the disaggregated services, including workforce, facilities, processes and partnerships into WH, and facilitate the integration of Mental Health and Wellbeing (MH&W) services as a core part of Western Health's operations. Concurrently, the transformational improvements to service delivery, in line with the RC recommendations remains a fundamental element of this project.

Success of this project will be measured by;

- Seamless integration and acceptance of MH&W services by both current WH staff and transition staff gained through the amalgamation
- Staff and patients/clients/consumers fully informed at regular intervals of transition activities
- WH MH&W is an employer of choice
- Development of WH MH&W service identity and culture

This project will inform other organisations whom may be tasked with disaggregation of services, and share the challenges encountered, and the learnings and reflections identified.

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