

What is the employee wellbeing framework model?

The employee wellbeing framework model is a visual metaphor which represents the Northern Territory Department of Education's commitment and vision for the wellbeing of all employees.

When employees are at their best, students are at their best.

Employee wellbeing is considered key to the success of students in NT schools and underpins our commitment to a strong equitable public education system that gives every child the opportunity to engage, grow and achieve.



What is the narrative for this model?

The employee wellbeing framework model consists of multiple interconnecting components which are integral to enhancing and maintaining health and wellbeing.

The tree is in full bloom with the five dimensions of wellbeing clearly visible in the branches. This represents the whole flourishing person and their physical, social, emotional, spiritual and mental wellbeing.

The roots symbolise the foundations anchoring and nourishing the tree. The three main roots are being sustained by the individual (you and me), the collective (peers and colleagues) and the department (system level supports).

In the outer rings we see a **rainbow** consisting of the flourishing principal, flourishing teachers and flourishing support staff. This is the ultimate wellbeing goal for all.

Between the rainbow and the tree are **three wellbeing enablers**: growing wellbeing capability, building a wellbeing culture; and, supporting mental health and wellbeing.

These enablers are the meeting points and conduits between the tree and the rainbow, providing the conditions where wellbeing mindframes and behaviours can thrive.

1. Growing wellbeing capability – the individual and collective actively engage with wellbeing resources and commit to growing and sharing these with others. The department offers multiple opportunities to enhance employee wellbeing and grow wellbeing capability.
2. Building a wellbeing culture - supports the occupational wellbeing of employees. The desire to contribute and make a positive impact on the organisations in which we work, and on the society in which we live, leads to occupational wellbeing. The individual, collective and department approach wellbeing with a growth mindset to create the conditions where all can thrive.
3. Supporting mental health and wellbeing - refers to the appropriate supports required to create and maintain mental health and holistic wellbeing; and, build mental health literacy.