



## Department of Premier and Cabinet

1 Treasury Place  
Melbourne, Victoria 3002 Australia  
Telephone: 03 9651 5111  
dpc.vic.gov.au

Ms Sarah Gebert  
Coroner  
Coroners Court of Victoria  
65 Kavanagh Street  
SOUTHBANK VIC 3006  
cpuresponses@coronerscourt.vic.gov.au

CSEC-231200113

Dear Ms Gebert

Thank you for your letter regarding the findings of the Coroner Court's inquest into the death of Marcus Caldwell (court ref: COR 2018 000790).

I note that the Coroner's Court endorsed recommendation 16 of the Royal Commission into Victoria's Mental Health System (Royal Commission). Specifically, the Royal Commission recommended that the Victorian Government:

1. as an initiative of the Mental Health and Wellbeing Cabinet Subcommittee (refer to recommendation 46(2)(a)):
  - a. foster the commitment of employers to create mentally healthy workplaces;
  - b. advise on, develop and provide resources to assist employers and employees across Victorian businesses to:
    - i. promote good mental health in workplaces;
    - ii. address workplace barriers to good mental health;
    - iii. promote inclusive workplaces that are free from stigma and discrimination; and
    - iv. support people experiencing mental illness at work.
2. sponsor industry-based trials to demonstrate how to adapt and implement comprehensive mentally healthy workplace approaches in an industry context.

I can confirm that the recommendation is currently being implemented, with a key milestone delivered on 7 December 2023. This milestone is the development of Victoria's first statewide Mentally Healthy Workplaces Framework (Framework) and supporting tools and resources that were published online at <https://www.vic.gov.au/victorian-mentally-healthy-workplaces-framework>.

The Framework creates a common language to shape the way mental health is spoken about in the workplace and define expectations and responsibilities of workplaces. Additionally, accessible resources and tools for both employees and employers provide a trusted and central source of workplace health and safety information. I also note the Framework and supporting tools have a focus on mental health prevention and promotion.

This is consistent with the Coroner's acknowledgement that promotion of positive mental health and wellbeing in the workplace provides a buffer against mental ill health.

As recommended, this work was informed by the Mentally Healthy Workplaces Advisory Group, which was co-Chaired by the Premier; CEO, Victorian Chamber of Commerce and Industry; and Secretary, Victorian Trades Hall and comprises senior membership from industry, unions, and the Department of Health's Mental Health and Wellbeing Promotion Office. The Advisory Group met for the final time this year on 7 December 2023 to officially launch the website.

A Mentally Healthy Workplaces Consultative Committee also supported the work of the Advisory Group. The Consultative Committee provided guidance and advice to the Advisory Group from the perspective of employees and workplaces, including people with lived experience of psychological distress or mental harm.

The Government will continue to work to improve the mental health of all Victorian employers and employees in 2024 and beyond. This will include continuing to develop and expand the Mentally Healthy Workplaces initiative, conducting industry-based trials and encouraging workplace leaders to champion mentally healthy workplaces.

Thank you again for your letter and for sharing the findings of the inquest.

Yours sincerely



**Jeremi Moule**  
Secretary

09/01/2024