

AF15/77 FM

18<sup>th</sup> November, 2015

TO: CR MEZINEC  
CR PERSELLO  
CR RICHARDSON  
CR JULIE REIS (DISTRICT COUNCIL OF GRANT)  
DAVID MEZINEC  
SARAH PELLE  
ALEXANDRA NICHOLSON  
CHIEF EXECUTIVE OFFICER  
MANAGER COMMUNITY SERVICES AND DEVELOPMENT  
LIBRARY MANAGER  
COMMUNITY DEVELOPMENT OFFICER

COPY: MAYOR  
MEMBERS  
TEAM LEADER EXECUTIVE SUPPORT

**NOTICE** is hereby given that the Mount Gambier Lifelong Learning Sub-Committee will meet in the following Meeting Room on the day, date and time as follows:

**LIFELONG LEARNING SUB-COMMITTEE**  
(Committee Room - Level 4)

Friday, 20<sup>th</sup> November 2015 at 1.00 p.m.

An agenda for the meeting is enclosed herewith.

Members of the Sub-Committee, please note the date/time of the above meeting.

Other Members not on the Sub-Committee are encouraged to attend the above meeting as your thoughts and contributions will be appreciated.

Lunch will be provided at this meeting.



**Barbara CERNOVSKIS**  
MANAGER - COMMUNITY SERVICES AND DEVELOPMENT

## LIFELONG LEARNING SUB-COMMITTEE

Meeting to be held in the Committee Room, Level Four of Civic Centre, 10 Watson Terrace,  
Mount Gambier, on 20<sup>th</sup> November, 2015 at 1.00 p.m.

### AGENDA

PRESENT:  
Cr Meziniec (Presiding Member)  
Cr Persello  
Cr Richardson  
Cr Julie Reis (District Council of Grant)  
David Meziniec  
Sarah Pellen  
Alexandra Nicholson

COUNCIL OFFICERS:  
Chief Executive Officer, Mark McShane  
Manager Community Services & Development, Barbara Cernovskis  
Library Manager, Vicki Hutchinson  
Community Development Officer, Alison Brash

NOT IN ATTENDANCE:

COUNCIL MEMBERS  
AS OBSERVERS:

OTHER EMPLOYEES IN  
ATTENDANCE:

**WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.**

MINUTES: moved that the minutes of the Mount Gambier Lifelong Learning Sub-Committee held on 18<sup>th</sup> September, 2015 be received.

seconded

### 1. KEY FOCUS AREA – Wellbeing and Resilience

*Goal: Building Communities*

*Strategic Objective: Encourage the empowerment of the community to lead and self manage their respective desires and aspirations.*

*Goal: Community Well-Being*

*Strategic Objective: Increase the local awareness and understanding of the range of health issues and needs of the community.*

The Manager Community Services and Development reported:

- a) Council at its meeting on 20<sup>th</sup> October 2015 endorsed the following recommendations for the Lifelong Learning Sub-Committee:
  - (i) Council establish and facilitate the Wellbeing and Resilience collaboration model;

Lifelong Learning Sub-Committee Agenda, 20<sup>th</sup> November, 2015 cont'd...

- (ii) Two Staff Members attend the next scheduled Wellbeing and Resilience training to be undertaken in November 2015 in Adelaide;
- (iii) Workplan for the Lifelong Learning be to investigate and scope a Wellbeing Workforce/Positive Organisation project to lead, measure, build and embed wellbeing and resilience inside the City of Mount Gambier workforce as a significant commitment to building a region of wellbeing inside the State of Wellbeing.

moved it be recommended:

- (a) The endorsed recommendations for the Lifelong Learning sub-committee from Council be received;

seconded

**2. KEY FOCUS AREA – Wellbeing and Resilience**

*Goal: Building Communities*  
*Strategic Objective: Encourage the empowerment of the community to lead and self manage their respective desires and aspirations.*

*Goal: Community Well-Being*  
*Strategic Objective: Increase the local awareness and understanding of the range of health issues and needs of the community.*

The Manager Community Services and Development reported:

- a) A verbal report on the SAHMRI Wellbeing and Resilience training attended by the Manager Community Services & Development and the Library Manager on 9<sup>th</sup> – 13<sup>th</sup> November 2015;
- b) Lifelong Learning Sub Committee Report 3/2015 attached to guide discussion to develop the workplan and action the endorsed recommendations of Council.

moved it be recommended:

- (a) The Manager Community Services & Development report be received;
- (b) Workplan to be discussed and determined at the meeting

seconded

**MOTIONS WITH NOTICE - Nil**

**MOTIONS WITHOUT NOTICE**

The meeting closed at \_\_\_\_\_ p.m.

LIFELONG LEARNING SUB-COMMITTEE

Meeting to be held in the Committee Room, Level Four of Civic Centre, 10 Watson Terrace,  
Mount Gambier, on 18<sup>th</sup> September, 2015 at 1.00 p.m.

PRESENT: Cr Meziniec (Presiding Member)  
Cr Persello  
David Meziniec  
Sarah Pellen  
Alexandra Nicholson

APOLOGIES: Cr Persello moved the apologies received from Cr Richardson and  
Cr Julie Reis be accepted.  
  
Alexandra Nicholson seconded Carried

COUNCIL OFFICERS: Manager Community Services & Development, Barbara Cernovskis  
Library Manager, Vicki Hutchinson

COUNCIL OFFICER APOLOGIES: David Meziniec moved the apologies received from Mark McShane and  
Alison Brash be accepted.  
  
Cr Persello seconded Carried

NOT IN ATTENDANCE: Nil

COUNCIL MEMBERS AS OBSERVERS: Nil

OTHER EMPLOYEES IN ATTENDANCE: Nil

**WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.**

MINUTES: David Meziniec moved that the minutes of the Mount Gambier Lifelong Learning Sub-Committee held on 14<sup>th</sup> August, 2015 be received.  
  
Alexandra Nicholson seconded Carried

**1. GOVERNANCE - Committees – Sub-Committee Terms of Reference - Lifelong Learning**

*Goal:* Governance  
*Strategic Objective:* Demonstrate innovative and responsible organisational governance

The Manager Community Services reported:

- (a) The Corporate & Community Services Committee has reviewed and redrafted Terms of Reference for the Lifelong Learning Sub-Committee.
- (b) Council at its meeting on 18<sup>th</sup> August 2015 supported the redrafted Terms of Reference and referred them to the Lifelong Learning Sub-Committee for comment

Lifelong Learning Sub-Committee Minutes, 18<sup>th</sup> September, 2015 cont'd...

- (c) The re-drafted Lifelong Learning Sub-Committee Terms of Reference (attached) are tabled for consideration by the Lifelong Learning Sub-Committee

**Alexandra Nicholson moved it be recommended the Lifelong Learning Sub-Committee Terms of Reference as presented be received and adopted.**

**David Mezinec seconded**

**Carried**

**2. KEY FOCUS AREA – Wellbeing and Resilience – Lifelong Learning Sub Committee Report 3/2015 - Ref. AF15/422**

*Goal: Building Communities*

*Strategic Objective: Encourage the empowerment of the community to lead and self manage their respective desires and aspirations.*

*Goal: Community Well-Being*

*Strategic Objective: Increase the local awareness and understanding of the range of health issues and needs of the community.*

**Cr Persello moved it be recommended:**

- (a) **Lifelong Learning Sub Committee Report No. 3/2015 be received.**
- (b) **Council establish and facilitate the Wellbeing and Resilience collaboration model;**
- (c) **Council to fund two training positions, 1 Elected Member and 1 Staff Member for the next scheduled Wellbeing and Resilience training to be undertaken in November 2015 in Adelaide;**
- (d) **Workplan for the Lifelong Learning be to investigate and scope a Wellbeing Workforce/Positive Organisation project to lead, measure, build and embed wellbeing and resilience inside the City of Mount Gambier workforce as a significant commitment to building a region of wellbeing inside the State of Wellbeing. .**

**David Mezinec seconded**

**Carried**

**MOTIONS WITH NOTICE - Nil**

**MOTIONS WITHOUT NOTICE - Nil**

The meeting closed at 2.00 p.m.  
BC/MJT

CONFIRMED THIS                      DAY OF                      , 2015

.....  
PRESIDING MEMBER

## LIFELONG LEARNING SUB-COMMITTEE REPORT NO. 3/2015

**SUBJECT: WELLBEING & RESILIENCE**

**REF: AF15/77**

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*Goal: Learning*

*Strategic Objective:*

- (i) *Encourage and promote partnerships with the entire community so that everyone understands and embraces the benefits of a lifelong learning community.*
- (ii) *Promote the benefits of cooperative learning and the contribution learning makes to our enhanced quality of life.*
- (iii) *Foster partnerships that develop programs, services and opportunities that deliver learning excellence.*
- (iv) *Support and encourage a diverse range of community learning initiatives and celebrate the successes of formal and informal learning achievements.*
- (v) *Council support opportunities for the community to strengthen relationships with families, friends and extended networks so as to promote and extend the learning of life skills.*

### INTRODUCTION

On 21<sup>st</sup> July 2015, Council endorsed community wellbeing and resilience as a key focus area for the Lifelong Learning Sub-Committee. To progress the development of a community wellbeing and resilience strategy, Gabrielle Kelly, Director of the Wellbeing and Resilience Directorate at the South Australian Health & Medical Research Institute (SAHMRI) was invited to facilitate a wellbeing and resilience workshop on Friday 4<sup>th</sup> September 2015. The workshop was attended by members of the Lifelong Learning Sub-Committee, Community Engagement & Social Inclusion Sub-Committee and key stakeholders including representation from Education, Universities, Health, RDA, Department State Development and Natural Resources sectors.

### STRATEGIC CONTEXT

Wellbeing and resilience has been identified as a vital link to improving a significant number of priority areas in Councils Regional Health Plan and is also recognised at a regional level as a focus area by the agencies represented at the Limestone Coast Community Services Roundtable. Further to a public health context, improving the wellbeing and resilience of our community is also considered an integral key to providing a sustainable solution for diversifying our transitioning economy.

*Summary of priority areas of Councils Regional Health Plan identified using LGA data, Medicare Local Statistics and local knowledge.*

| <b>Action</b>          | <b>Priority Areas</b>   |
|------------------------|---|
| Wellbeing & Resilience | <ul style="list-style-type: none"><li>• Mental Health</li><li>• Poor Nutrition and Diet</li><li>• Obesity &amp; Overweight</li><li>• Physical Inactivity</li><li>• Substance Abuse</li><li>• Suicide Prevention</li><li>• Domestic Violence</li></ul> |
|                        | <ul style="list-style-type: none"><li>• Delayed Early Childhood Development</li><li>• Potentially Avoidable Hospital Admissions</li><li>• Dental Health</li><li>• Degenerative &amp; Mobility for the Aged</li></ul>                                  |

Lifelong Learning Sub-Committee Report No. 3/2015 cont'd...

[SAHMRI Wellbeing & Resilience Centre](#) aims to dramatically improve the community's ability to combat mental illness by building mental health assets at scale.

Measuring the wellbeing of nations has emerged as an important addition to understanding wealth and social progress, transcending the simple economic activity measurement of gross national product.

Systematically building human wellbeing and resilience is the logical next frontier in a modern society.

The cost of mental illness in Australia is estimated to be \$190 billion a year, equivalent to 12% of our gross domestic product (GDP). Currently, 1 in 4 of our young people suffer from mental illness in any given year, and in Australia we lose 9 million working days from it annually. It is the key issue for our population, our economy, and our collective quality of life.

SAHMRI Research projects are already being conducted in many and varied cohorts across the life course, including the auto manufacturing workforce affected by GM Holden's withdrawal from South Australia, disadvantaged young people, and the ageing population living in community and residential care.

These research projects combine measurement and intervention to build upon existing research, and produce data and new knowledge about the science of positive psychology in the prevention of mental illness at the population level. Many South Australian schools and workplaces have already begun to implement interventions proven to reduce mental and physical illness and improve health and wellbeing, with many companies, organisations, aged care facilities, manufacturing and government departments subscribing.

## DISCUSSION

The workshop revealed an opportunity for Mount Gambier as a community to undertake a collaborative community wellbeing and resilience project. There are currently a number of departments and agencies undertaking individual projects within Mount Gambier and the region. There was a strong consensus from the forum that a collaborative community response would be a welcome outcome and possible to achieve.

A community project would need to comprise of a number of collaborations that have a concurrent focus – intervention projects and prevention projects to cover the life cycle of our community.

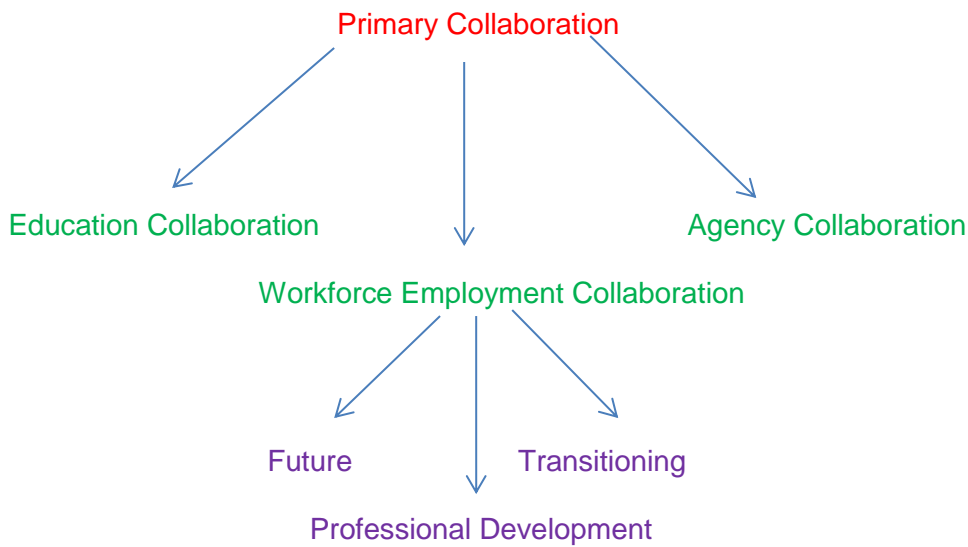


The question was then asked - What would community collaboration look like for Wellbeing & Resilience in Mount Gambier?

A number of collaborations emerged and it was identified that a key leadership or primary collaboration would be needed to drive the initiative and maintain the momentum and integrity of the project.

Lifelong Learning Sub-Committee Report No. 3/2015 cont'd...

*Suggested collaboration model for Mount Gambier*



A suggested approach to progress a whole of community capacity building project for wellbeing and resilience is to phase the project, establish a framework and identify the 'first' trainers to undertake [wellbeing and resilience training](#) and follow the Lead, Measure, Build and Embed model (see attachment 1 & 2)

The training provided by SAHMRI for the research projects is based on the [PERMA Plus – positive psychology model](#)

Recognising that wellbeing is not a one-dimensional idea but a multifaceted construct composed of several different elements. The SAHMRI Wellbeing and Resilience Centre incorporates Dr Martin Seligman's PERMA dashboard PLUS, Physical Activity, Nutrition, Sleep and Optimism, to measure and build wellbeing.

The PLUS constructs have been added in response to consultations with global experts in wellbeing measurement, who have indicated that this will provide a more comprehensive evaluation of individual and societal wellbeing.

|  |          |   |
|--|----------|---|
| <b>P</b> ositive Emotion<br><b>E</b> ngagement<br><b>R</b> elationships<br><b>M</b> eaning<br><b>A</b> ccomplishment | <b>+</b> | Optimism<br>Resilience<br>Physical Activity<br>Nutrition<br>Sleep |
|--|----------|---|

*“A measure of PERMA plus the trinity of physical health - physical, activity, nutrition and sleep - plus optimism builds resilience in people. PERMA plus optimism supports the “bounce back” from adversity that everybody needs to cope with normal life, let alone highly challenging events.”*  
— Brigadier General (ret) Dr. Rhonda Cornum

**CONCLUSION**

The workshop was well received and provided a positive opportunity for a tangible community capacity building project that aligns with Councils strategic direction. A whole of community project



Lifelong Learning Sub-Committee Report No. 3/2015 cont'd...

would provide intergenerational benefits and commits us to an additional layer of inoculation for our children's future.

RECOMMENDATION

- (a) Lifelong Learning Sub Committee Report No. 3/2015 be received.
- (b) Council establish and facilitate the Wellbeing and Resilience collaboration model;
- (c) Council to fund two training positions for the next scheduled Wellbeing and Resilience training to be undertaken in November 2015 in Adelaide.
- (d) A Wellbeing and Resilience workplan for the Lifelong Learning subcommittee be developed.



**Barbara CERNOVSKIS**  
MANAGER – COMMUNITY SERVICES & DEVELOPMENT

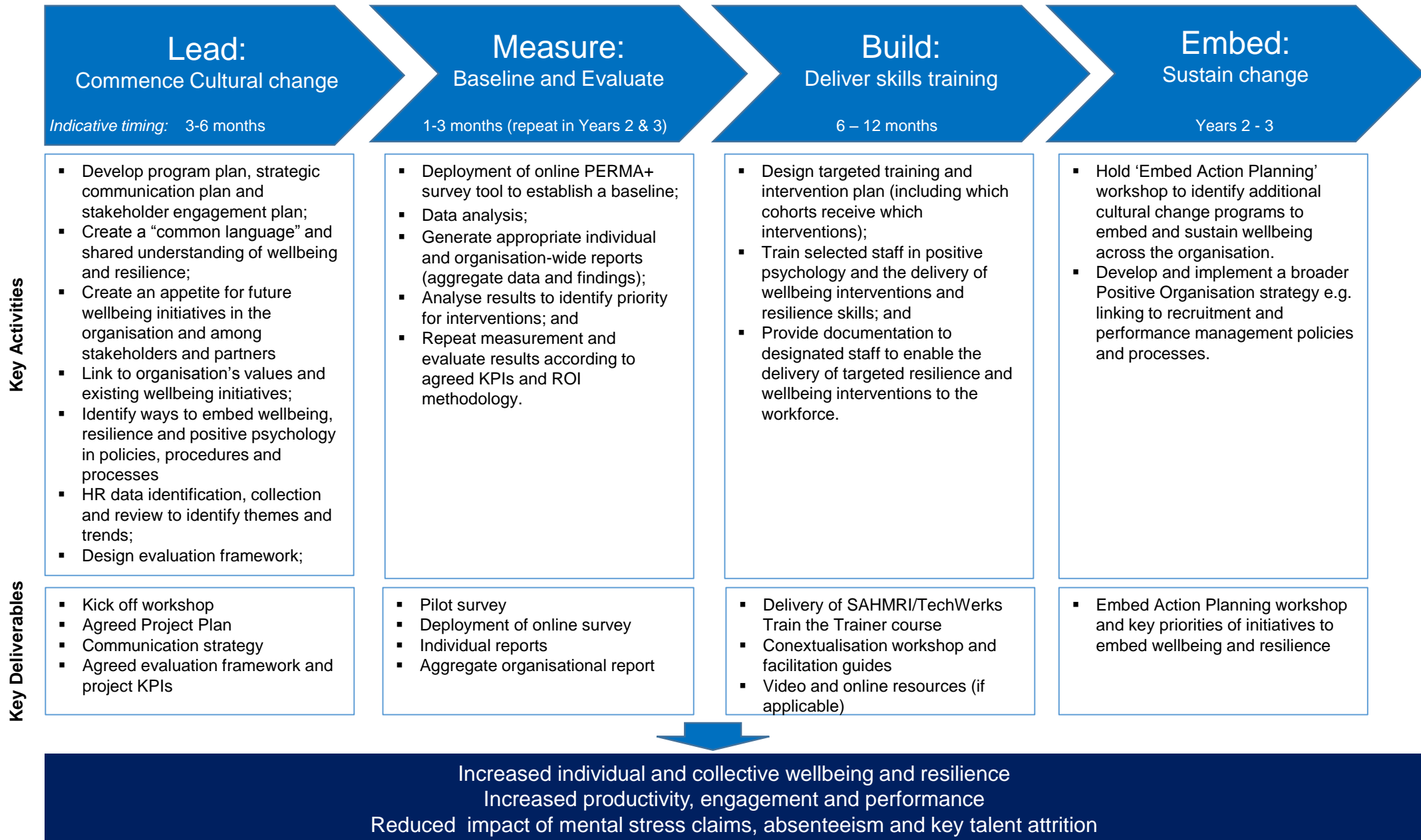
Sighted:



**Mark McSHANE**  
CHIEF EXECUTIVE OFFICER

14<sup>th</sup> September, 2015  
BJC

# Indicative Positive Organisation Framework



## SAHMRI/TechWerks Resilience Training Overview

Building wellbeing and resilience in an organisation or group requires individuals to be exposed to the facts about and knowledge of positive psychology and other skills.

The Wellbeing and Resilience Centre takes a “train-the-trainer” approach to delivering interventions, using globally leading companies to train wellbeing leaders and “champions” within different organisations and settings.

Resilience Training (a train-the-trainer approach to delivery of skills and knowledge) is a pillar of the US Army’s successful *Comprehensive Soldier Fitness* program, which has been running for six years. We are working with US company TechWerks, consisting of US Army trainers, to deliver the training to participants while we build a skill base and capability in South Australia. TechWerks has extensive experience providing resilience training to military personnel and family members, and has partnered with academics from leading research institutions to implement the Army’s inaugural online resilience training modules for 1.1 million active duty soldiers.

Evaluations of resilience training amongst soldiers in the US Army showed that those exposed to resilience training had self-reported higher levels of resilience and psychological health. This was in turn linked to lower rates of diagnoses of mental health problems such as anxiety, depression, and post-traumatic stress disorder (PTSD), as a result of the improvement to optimism and adaptability.

Sustained benefits are associated with implementing the program. Resilience and wellbeing training is known to help people be more mentally tough, emotionally strong, and physically fit by building individual capacity to withstand, recover, and grow in the face of changing demands.

Increasing the psychological resilience of individuals has been shown to:

- Grow personal agency and responsibility regarding individual wellbeing;
- Build capability to overcome adversity while continuing to work effectively;
- Develop individual skills in emotional self-regulation and positive coping strategies;
- Prevent depression and anxiety;
- Improve physical health;
- Improve problem solving and decision making skills; and
- Support employee retention and engagement by demonstrating deep commitment to employee wellbeing.

Staff will be trained in a five day training package delivered by TechWerks and SAHMRI, whose programs are practical, backed by science, and designed to provide concrete skills that participants can begin using immediately.

This will equip the newly trained “Resilience Trainers” with content and facilitation methods to then deliver interventions to the whole workforce.

The newly trained Resilience Trainers deliver the wellbeing and resilience interventions to groups, ideally of around 10-20 staff at times to be determined by the business.

The Resilience Trainers are able to receive support and ongoing leadership development from the SAHMRI Wellbeing and Resilience Centre, as requested, which will continue to develop the capacities of these workplace leaders, through conferences and workshops.

In the five-day course, participants will learn skills designed to enhance resilience and wellbeing. Resilience – or the ability to withstand, recover, and grow in the face of stressors and changing demands – is not one specific skill; it is a set of resources and skills that promotes effective problem-solving, adaptability, positive coping, self regulation, and social support.

The skills focus on the components of PERMA+ (**P**ositive Emotion, **E**ngagement, **R**elationships, **M**eaning, and **A**ccomplishment **PLUS** Optimism, Resilience, Physical Activity, Nutrition, and Sleep), which serve as the building blocks for wellbeing.

The course will focus on the research behind building resilience, interactive activities, and concrete research-based resilience building skills that participants can begin using immediately.

Skills will include:

- Cultivating gratitude and realistic optimism
- Understanding that emotions and behaviours are triggered by how we interpret events
- Reframing your thinking to take purposeful action
- Understanding purpose and values
- Developing mindfulness
- Capitalising on strengths
- Active constructive responding
- Building social support during adversity and interpersonal problem solving
- Strengthening community connection