Recovery Boost Program Guide Round Three

State Insurance Regulatory Authority

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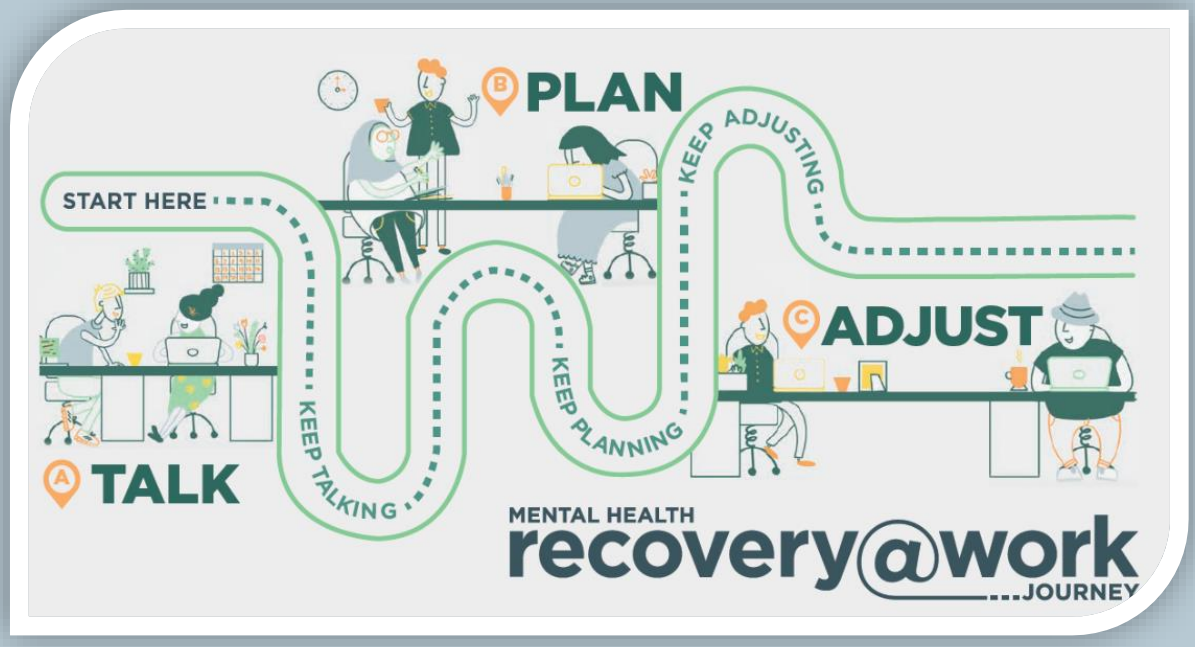

NSW GOVERNMENT
State Insurance Regulatory Authority

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1. Recovery Boost Overview

1.1. Who are we?

The State Insurance Regulatory Authority (SIRA) is the NSW Government body responsible for regulating workers compensation insurance, motor accidents compulsory third party (CTP) insurance and home building compensation insurance in NSW.

SIRA is also a key agency for the NSW Governments Mentally Healthy Workplaces Strategy (2018-2022), which aims to develop initiates to help workplaces become mentally healthy.

1.2. Why are we running Recovery Boost?

We have a great opportunity in the workplace to help reduce the impact of mental health issues and to help people who are experiencing psychological distress. Workplaces can play an important role in preventing mental health issues arising and can also make a difference in an individual's recovery.

Research shows that workplaces can make a significant contribution to an individual's recovery[1], this contribution can lead to improved financial and social outcomes for the workplace and the individual[2].

Our stakeholders have told us that they want to help but don't know where to start. We also know that there are a lot of people in Australia that have great ideas for supporting workplaces with recovery and need funding. We have an opportunity to help these organisations and strengthen the evidence base of what works.

That is why SIRA has developed Recovery Boost, which is a program aimed at funding projects that help mental health recovery at work. Through Recovery Boost, SIRA aims to expand the knowledge base of what works to support mental health recovery at work.

1.3. Who can apply?

To be successful, organisations must:

- Have an ABN or ACN.
- Demonstrate a capacity to deliver their project.
- Have a project which demonstrates at least one focus area and one funding principle (SEE section 2 & 3).
- Have a proposal which encompasses basic project management (for example, it has to have a start and end date with a clear outcome).
- Have a project which is expected to benefit the citizens of NSW.

For this program, we have defined a project as: "an undertaking with a beginning and an end in which a unique product, service or result is delivered".

SIRA is particularly interested in funding initiatives that target the following groups, for whom interventions for mental health recovery at work may be limited, such as

- People with lived experience of workplace mental health recovery.
- Regional and remote businesses.

[1] S Harvey et al (2014), Developing a mentally healthy workplaces: A review of the literature

[2] Mental Health Commission of Canada (2019), A practical toolkit to help employers build an inclusive workforce

- Aboriginal people and businesses.
- Culturally and linguistically diverse communities (CALD).
- Youth networks and communities.
- Small and micro businesses.

Please review the terms and conditions on page 9 for further eligibility details.

1.4. Details of Funding

Grants of up to $50,000 dollars are available for successful projects.
The funding duration for a project is a maximum of 18 months.

Funding amount	Opening and closing date expressions of interest	Funding duration
Up to $50,000 (not including gst)	Opens: **2nd July** Closes: **2nd August**	12 -18 months

2. What is SIRA funding? (Project Focus Areas)

To be eligible for funding, you will be required to demonstrate how your project meets two of three focus areas. **Focus area 1, *increasing awareness of mental health and reducing stigma* is mandatory**. You can then select from focus area 2 (*Promote and facilitate early help-seeking*) ***or*** focus area 3 (*Support recovery from a mental health issue*).

These focus areas have been designed based on research focussed on support for mental health recovery at work[3].

Mandatory Focus Area	Description
1. Increasing awareness of mental health and reducing stigma	Those experiencing mental health issues are one of the most stigmatised and excluded groups in our community. This stigma is often extended into the workplace. • Although there has been growing interest in mentally healthy workplaces in recent years, negative attitudes and poor mental health literacy continues to lead to poorer recovery outcomes. • Efforts to understand and respond to the factors leading to stigma and discrimination in the workplace can lead to more successful mental health initiatives.

Focus Area (select 1)	Description
2. Promote and facilitate early help-seeking	• Promoting and facilitating early help-seeking is when a workplace culture enables and encourages people to seek support when they are experiencing mental health issues.

[3] Developing a mentally healthy workplace: A review of the literature (2014). *A report for the National Mental Health Commission and the Mentally Healthy Workplace Alliance*

	• There is increasing evidence that early, targeted, intervention improves outcomes at individual and organisational levels. Despite this, many people with common mental health issues such as depression or anxiety, do not seek help early. There are a range of reasons for this, such as stigma, fear of negative consequences, poor mental health literacy and difficulty accessing appropriate support. • Workplaces can play a key role in facilitating early access to support. **SIRA is funding projects that can help workplaces promote and facilitate early help-seeking of their workers.**
3. Support recovery from a mental health issue	• Supporting recovery from a mental health issue is when a workplace is actively involved in an individual's recovery from a mental health issue. • There is a widely held assumption that an employee suffering from ill health of any type, but particularly mental health issues, needs to be fully recovered before they can return to work. This idea can potentially hinder or delay an employee's recovery. In most cases, early return to work can play a significant part in a person's recovery. • Supporting recovery from a mental health issue means providing workers with therapeutic relief and minimising the impact mental health issue have on the worker and the organisation. **SIRA is funding projects that can help workplaces support an individual's recovery whilst at work after experiencing mental health issues.**

3. What type of projects are SIRA looking for? (Funding Principles)

To be eligible for funding you will be required to demonstrate how your project meets two of three funding principles. Due to the need for innovation in mental health projects, **funding principle 1, *Innovation* is mandatory**. You can then select from funding principle *2* (Sustainability) ***or*** *3* (*Adoptable in workplaces*).

These principles have been designed with a view to maximising value of the investment into your project beyond the funding period.

Mandatory Funding Principle	Description
1. Innovative	These are projects that are unique. This can include existing programs/pieces of work that have been tailored to a specific workplace not previously targeted. **Business.gov definition:** *"coming up with new ways to do things. You can change processes or create more effective products and ideas."* **NOTE: A simple way to demonstrate innovation in mental health projects is to involve people with lived experience in the scoping, design, implementation, and evaluation of your project.** See the SIRA Lived Experience framework for guidance on how to do this.

Funding Principle (select one)	Description
2. Sustainable	These are projects that can continue to have an impact beyond the projects nominated end date. In other words, sustainable projects maintain their viability and impact beyond the period of funding.
3. Adoptable in workplaces	These are projects that are easy for workplaces to adopt, using limited resources. Can be replicated and scaled in other workplaces and contexts, drawing on the learnings of the project. These types of projects are important to help NSW workplaces have access to interventions that are easy to use.

4. Evaluation

One of the key objectives of Recovery Boost is to strengthen the evidence base for mental health in the workplace. To obtain funding, projects will need to demonstrate how they will measure their effectiveness.

An example of this would explaining what your project's goals are, and how they will be measured.

To help you think about evaluation, we recommend that you review the capability building videos developed specifically for Recovery Boost.
https://www.mentalhealthatwork.nsw.gov.au/mentally-healthy-workplaces/recover-at-work/recovery-boost-$50,000-funding-program/capability-building-training-page

5. How to apply

The application process for Recovery Boost will follow a stepped approach, as outlined in the below table.

Step	Timeline	Outcomes
#1 - Check your eligibility for funding	2nd July – 2nd August -2021	Round Three of Recovery Boost will be open on the 2nd July 2021. Prior to submitting an expression of interest, it is recommended that you review the program guide and capability training provided on the Recovery Boost portal. It is recommended to also check your eligibility. - **Is your organisation eligible for funding?** - **Does your project meet a focus area and funding principle?**
#2 – Submit Expression of Interest	2nd July – 2nd August 2021	Once you have reviewed the program guide, submit an expression of interest via the Recovery Boost portal on the SIRA website. [ADD LINK]
#3 - Submit Application form	11th August – 10th September 2021	SIRA will review the expressions of interest once the funding round closes. Expressions of interest that meet the funding requirements will be invited by SIRA to complete a full application.
#4 – Selection of successful applications	Mid - September – Mid-October 2021	A Selection Committee will review all applications submitted to SIRA and nominate the successful applications for funding.
#5 – Announcement of successful recipients	November 2021	SIRA will announce the successful recipients of Recovery Boost Round Three.

6. Selection Criteria for Recovery Boost Applications

A Selection Committee made up of stakeholders within the mental health system will review all submitted applications to determine which projects SIRA will fund.

The Selection Committee will use the six? criteria below when assessing the applications.

***Please note the criteria below refer to the application form only and do not apply to the expression of interest.**

Criterion 1. Does the application meet the required standards?

A. The application has been completed correctly and all sections have been answered.

B. The budget provided in the application clearly outlines the project costs

Criterion 2. Does the application meet the mandatory criteria?

A. **Does the application meet the mandatory focus area (addressing stigma)?**

B. **Does the application meet the mandatory funding principle (innovation)?**

Criterion 3. Does the project demonstrate one Recovery Boost focus area?

A. Does the application clearly link their chosen funding category to their project?

Yes = The focus area is clearly integrated in the project design

Somewhat = The focus area is acknowledged as part of project design in a limited way

No = The funding category is not integrated into project design.

Criterion 4. Does the project demonstrate one Recovery Boost funding principle?

A. Does the application clearly link their chosen funding principle to their project?

Yes = The funding principle is clearly integrated in the project design

Somewhat = funding principle is acknowledged as part of project design in a limited way

No = funding principle is not integrated into project design

Criterion 5. Does the project demonstrate use of Project Methodology

A. **Does the application meet the definition of a 'project'**

Definition of a project: "An undertaking with a beginning and an end in which a unique product, service or result is delivered".

B. **Does the application outline the expected deliverables and outcomes for the project?**

C. **Does the application provide evidence to support the need for their project?**

Evidence does not have to be 'academic' (could be organisations internal surveys etc).

Evidence should demonstrate a 'knowledge gap' that their project is filling

D. **Does the application explain how the project will be evaluated?**

Does the application include reference to how the project will measure success and outcomes?

Criterion 6. Does the project demonstrate a capacity to deliver?

A. **The application has considered and outlined:**

- skills, expertise, resources
- relevant experience to deliver the project
- ethical implications
- perceived conflict of interest

B. **Is the project likely to succeed?**

- Has the application outlined relevant risks?

Terms and Conditions

These Terms and Conditions together with the Program Guide apply to applicants. By applying, you agree to be bound by these Terms and Conditions and the Program Guide.

- Applicants can apply for a grant where they are the owner or are authorised to apply on the business owner's behalf.
- Applicants can submit one $50,000 expression of interest.
- Applicants are responsible for seeking any necessary financial advice.
- No rights under these Terms and Conditions will be waived except by notice in writing signed by both the applicant and SIRA.
- The program and all related documents are governed by the laws of the State of New South Wales.
- Where SIRA has issued a notice to the email address provided by the applicant, the notification will be deemed to have been received by the applicant immediately upon receipt of electronic transmission confirmation.
- Late submission will not be accepted, unless approved by SIRA.
- Applications will be assessed based on information provided in the application template only [see section 5 of the Program Guide]. **Please Note**, separate information will not be considered (e.g. additional documents sent via email).