



# YOUR HEALTH MATTERS PLAN 2016 - 2021 (2018/19 UPDATE)

The Your Health Matters (YHM) Plan was previously referred to as the Health and Fitness Initiatives Plan, and has a five year implementation period.

It defines outcomes supporting and promoting the health and fitness of members, to enhance their own wellbeing and the capability of the NSW RFS to provide fire and emergency services to the community.

The YHM Plan is linked to the NSW RFS Plan through Key Focus Area 4 'Our Members' and associated objectives.

## Outcomes

## Strategies

## Key Actions 2018-2019

O1	Members are supported by a range of health and wellbeing initiatives	S1	Provide regular general health and wellbeing communications to all members	A1	Continue to implement the ongoing Health and Wellbeing campaign
		S1.1	Integrate health and wellbeing information into existing NSW RFS documentation and training	A1.1	Continue the staged implementation of the Get Healthy at Work program
		S1.2	Establish nutritional requirements for relevant NSW RFS roles and tasks	A1.2	Consultation with catering brigade units to develop healthy meal guides
		S1.3	Gather statistical data using new and existing technology to identify the impact of health and fitness outcomes for the NSW RFS	A1.3	Consultation for the proactive collection of data related to mental and physical exposure to incidents and development of practical solutions to reduce risks
O2	Fitness for roles and tasks are clearly defined within the NSW RFS	S2	Undertake a health and fitness role and task analysis	A2	Continue to develop a set of Fit for Duty guidelines for NSW RFS roles
O3	Existing IMSAFE principle is extended in Operational Doctrine to include 'R' Review (IMSAFER)	S3	Introduce a range of tools to increase members self-awareness of health and fitness requirements for duty	A3	Continue to plan for the release of the member IMSAFER self assessment guide
		S3.1	Support Supervisory Officers to make decisions regarding fitness for duty	A3.1	Continue to plan for the release of the supervisory officer IMSAFER assessment guide
O4	Fitness for duty requirements and member self-declaration statements are embedded in NSW RFS member management processes	S4	Provide a framework of health and fitness requirements to potential members	A4	Implementation of the Mental Health Plan
		S4.1	Continue to manage and improve organisational health and fitness to meet NSW RFS needs	A4.1	Annual analysis and implementation of results from the YHM Survey to inform decision making

### OUR VALUES

Mutual Respect

Adaptability and Resourcefulness

One Team, Many Players, One Purpose

Integrity and Trust

Support, Friendship and Camaraderie

Community and Environment

Knowledge and Learning