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| **Mental Health Tribunal****Strategic Plan 2025–2028** **Our Strategic Priorities** |
| **Our Mission The Mental Health Tribunal decides whether a person receives compulsory treatment under Victoria’s mental health legislation. Our hearings focus on human rights, recovery, least restrictive treatment and the participation of consumers, carers and clinicians.****Our Vision****That the principles and objectives of Victoria’s mental health legislation are reflected in the experience of consumers and carers.****Our Values** **We seek to elevate lived experience and the voices of consumers and carers and are:*** **Fair**
* **Respectful**
* **Collaborative.**
 | **1. Ensure fair, consistent and solution-focused hearings****We continually strive to improve our skills and systems to deliver fair and solution-focused hearings that promote the mental health and wellbeing principles.**Over the life of this plan the Tribunal will:* Review and refine our continuing professional development program for Tribunal members focused on conducting hearings in the Tribunal’s current operating environment.
* Further embed trauma-informed practice in the conduct of hearings.
* Work with representative bodies to identify and implement practices to make hearings more culturally safe and appropriate for First Nations consumers.
* Undertake further surveys of consumers, carers and treating teams to understand their experience of Tribunal hearings.
 | 2. Continue to refine our hearing processes with a focus on operating flexibly and sustainably**We will work with stakeholders to design and implement process reforms that provide high-quality hearings that are responsive to the needs of hearing participants**.Over the life of this plan the Tribunal will:* Collaborate with stakeholders and other entities on the development of standards for engagement with Tribunal hearings.
* Work with the Mental Health Legal Rights Service to optimise legal representation in hearings.
* Undertake a pilot to confirm the systems and resources needed to undertake some hearings in‑person.
 | 3. Support the wellbeing of Tribunal members and staff **We are committed to maintaining an ongoing focus on the wellbeing of our members and staff, especially in the context of sustained and significant increases in the Tribunal’s caseload.**Over the life of this plan the Tribunal will:* Develop a broader wellbeing strategy for members and staff that responds to the challenges associated with online remote work, and the Tribunal’s increasingly complex operating environment.
* Elevate and embed lived experience in the Tribunal and create a safe and supportive environment for members and staff with lived experience as consumers and carers.
* Review our suite of member resources and performance supports including our extranet, principles of conduct, competency framework and performance feedback process.
* Review our approach to managing the professional development of Tribunal staff including development of a competency framework.
* Revisit and update the internal review of the Tribunal’s structure to assess whether the Tribunal is positioned to respond to fluctuating demand and able to optimise member engagement.
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