



The Wellbeing Framework

November 2025 | Version 1

Contents

About the Wellbeing Framework.....	3
1. Overview of the Wellbeing Framework.....	5
2. Wellbeing in the Tasmanian context	7
2.1 What is wellbeing?	7
2.2 Why we need a Wellbeing Framework	7
2.3 Strategic context and alignment	8
3. Understanding what matters to Tasmanians	9
3.1 Consultation approach	9
3.2 Consultation process.....	9
3.3 Key themes from consultation	10
3.4 Cross-cutting themes from consultation	11
3.5 From consultation to framework	12
4. The framework	13
4.1 The structure	13
4.2 Vision	14
4.3 Domains	15
4.4 Population outcomes by domain	16
4.4.1 Community population outcomes.....	16
4.4.2 Governance population outcomes	18
4.4.3 Health population outcomes.....	20
4.4.4 Learning population outcomes	22
4.4.5 Place population outcomes	24
4.4.6 Prosperity population outcomes.....	27
4.5 Principles.....	29
5. The way forward.....	30
5.1 Shared responsibility for wellbeing outcomes	30



About the Wellbeing Framework

The Wellbeing Framework is a whole-of-government and community approach to improving the quality of life for all Tasmanians. Prepared by the Tasmanian Department of Premier and Cabinet (DPAC) in consultation with many other Tasmanians interested in wellbeing, it provides a shared vision and common language to work together to improve outcomes for all Tasmanians.

Throughout this framework, 'Tasmanians' refers to everyone living in Tasmania—those who are locally born and those who choose to move here. We want all people who call Tasmania home to have opportunities to thrive, experience wellbeing, and feel a sense of belonging. The terms 'we' and 'our' refer to all Tasmanians working together toward shared wellbeing—whether as individuals and families, community members, or through our roles in government, local councils, businesses, and community organisations.

The framework is intended to guide government agencies, local governments, community organisations, service providers, and all Tasmanians working to enhance wellbeing across the state.

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Acknowledgement of Country

The Tasmanian Government acknowledges and pays respect to all Aboriginal people in Tasmania and recognises the essential role of Elders in supporting community wellbeing. The Aboriginal approach to wellbeing is grounded in a holistic understanding of the interconnectedness between people, Country, and spirit—a way of being, underpinned by knowledge shared across generations, that has enabled Aboriginal people to thrive on these lands for thousands of years.

Acknowledgements

The Department of Premier and Cabinet extends its sincere appreciation to the Tasmanian community members who shared their perspectives, and to the staff and volunteers from the University of Tasmania, state agencies, local councils, businesses, and community organisations whose collaborative efforts enriched this initiative.



1. Overview of the Wellbeing Framework

The Wellbeing Framework provides a holistic approach to improving the lives of all Tasmanians. Built on what Tasmanians have told us matters most to them, the framework has four interconnected components to guide how we understand and enhance wellbeing across our state: a vision, domains, population outcomes, and principles.

The framework's vision is that all Tasmanians have good lives they are satisfied with, and everyone has a fair chance to do well, now and in the future. This vision is supported by six key domains:

- Community
- Governance
- Health
- Learning
- Place
- Prosperity.

Within these domains are 27 population outcomes that Tasmanians have identified as important to their wellbeing, including safe and sustainable environments, meaningful work, physical and mental health, quality education, strong social connections, and responsive government.

The framework is guided by six core principles that shape how we work: equity, inclusivity, sustainability, collaboration, knowledge-informed decision-making, and continuous learning and adaptation. These principles ensure that our approach remains fair, inclusive, and responsive to changing needs.

Together, these components create a flexible yet structured way of understanding and improving wellbeing across Tasmania, ensuring that policies, programs, and actions align with what truly matters to Tasmanians.

On the next page, Table 1 provides a summary of the framework and Sections 2 and 3 discuss wellbeing in the Tasmanian context and the consultation process to develop this framework. Section 4 provides a detailed description of the framework's components, and Section 5 outlines the way forward.



Table 1: Summary of the Wellbeing Framework

All Tasmanians have good lives they feel satisfied with, and everyone has a fair chance to do well, now and in the future						
Vision						
Domains	Community	Governance	Health	Learning	Place	Prosperity
	Tasmanians are socially connected, included, and have a strong sense of belonging.	Tasmanians have responsive, transparent government that values their participation.	Tasmanians enjoy good physical and mental health with equitable access to quality services and care.	Tasmanians have quality educational and skills development opportunities throughout life.	Tasmanians live in safe, sustainable, well-connected communities with quality housing and natural environments.	Tasmanians have meaningful work and financial security in a thriving, inclusive economy.
Population outcomes	- Tasmanians have fulfilling relationships and feel connected to others - Tasmanians of all backgrounds and identities are treated fairly and with respect - Tasmanians have opportunities to participate in community groups, cultural activities, and volunteering - Tasmanians feel they belong and are valued members of their communities - Tasmanians have access to help and support from others when they need it	- Tasmanians can have a say in government decisions that affect their communities and have their voices valued - Tasmanians can access quality government services that are inclusive, accessible, and person-centred - Tasmanians have confidence in government leadership, institutions, and systems	- Tasmanians experience good physical and mental health and wellbeing - Tasmanians are supported to live healthy, active lives and make informed health decisions - Tasmanians are protected from preventable diseases and injury - Tasmanians can access affordable, timely, and coordinated health and social services for prevention, early intervention, and treatment	- Tasmanian children are prepared to succeed and achieve strong educational outcomes - Tasmanians have access to quality and affordable educational opportunities at all stages of life - Tasmanians have the knowledge, skills, and resources to participate effectively in society and community life	- Tasmanians restore, protect, and have access to a biodiverse and healthy environment that is climate resilient, now and in the future - Tasmanians benefit from Aboriginal knowledge and connections to Country in caring for the environment - Tasmanians have access to well-located public infrastructure and community spaces that preserve heritage and meet current and future needs - Tasmanians live, learn, and work in environments that are safe, supportive, and designed to promote wellbeing - Tasmanians have access to safe, appropriate, and affordable housing in well-designed communities and places - Tasmanians can safely and affordably get to the places they need and value using diverse transport options - Tasmanians feel and are safe at home, work, and in their communities	- Tasmanians have access to meaningful, secure work with fair pay and career development opportunities - Tasmanians have the financial and material resources to meet their needs and plan for the future - Tasmanians have access to business and entrepreneurship opportunities - Tasmanians benefit from a creative, innovative, and sustainable economy that creates opportunities for everyone to do well - Tasmanian's paid and unpaid work is recognised, valued, and shared fairly
Principles	Equity, inclusivity, sustainability, collaboration, knowledge-informed, continuous learning and adaptation					

2. Wellbeing in the Tasmanian context

2.1 What is wellbeing?

Wellbeing is about how we feel and function in our everyday lives, and it looks different for each of us. For some, it might be about physical health and staying active, while for others it could be about feeling connected to friends and family, or having a sense of purpose at work or in the community.

The factors that influence our wellbeing change as we move through different stages of life and are shaped by where we live, our environment, and the opportunities and challenges we face. Whether it is enjoying good health, feeling safe and secure, or having the chance to learn and grow, wellbeing is about living a life that feels fulfilling and balanced, whatever that might look like for each of us.

2.2 Why we need a Wellbeing Framework

Traditional approaches to progress have focused primarily on economic indicators, but these alone do not capture what makes life good for Tasmanians. Tasmania's Wellbeing Framework represents a shift from economic indicators alone to a holistic view that encompasses the social, environmental, cultural, and economic dimensions of life in our island state. We need a Wellbeing Framework because it provides us with the structure, language, and shared vision to understand what truly matters to Tasmanians and to work together effectively to enhance quality of life for everyone in our state. Specifically, the Wellbeing Framework enables:

- **Shared understanding and language** across government, community organisations, businesses, and individuals about wellbeing priorities in Tasmania.
- **Better policy decisions** by understanding how choices impact multiple dimensions of wellbeing and where resources can make the greatest contribution.
- **Cross-sector collaboration** on shared goals, breaking down silos and enabling integrated approaches to complex challenges.

The development of the framework draws upon international best practices, such as from New Zealand, Scotland, and Wales, as well as various Australian jurisdictions. However, it remains deeply rooted in Tasmanian values, aspirations, and lived experiences—creating an approach uniquely tailored to our community.



2.3 Strategic context and alignment

Tasmania faces distinct opportunities and challenges shaped by our geography, demographics, history, and culture. While we benefit from extraordinary natural beauty, strong communities, and rich cultural heritage, we also face complex challenges related to health outcomes, economic opportunities, housing affordability, and climate impacts. Regional and remote communities experience additional challenges, including access to services, workforce availability, and demographic change. The framework recognises that achieving equitable wellbeing outcomes requires tailored approaches responsive to local contexts.

The Framework builds upon and complements existing strategies that support the wellbeing of Tasmanians. It advances the vision articulated in the Tasmania Statement: Working Together for the Health and Wellbeing of Tasmanians,¹ which recognises that ‘health and wellbeing is the foundation of a successful and bright future for all Tasmanians.’ Within Tasmania, wellbeing is the common thread that connects major policies and programs that shape daily life for Tasmanians, from health and sustainability to population planning and community resilience. The framework works in concert with efforts across government agencies, local councils, community organisations, and others—each playing a vital role in addressing specific issues, meeting the needs of different population groups, and responding to local priorities.

The framework also aligns with national and international commitments, including the Australian Government's Measuring What Matters Framework,² the National Agreement on Closing the Gap,³ and the United Nations Sustainable Development Goals,⁴ reflecting a shared understanding that wellbeing extends beyond economic measures alone. Together, these local, national, and international efforts support an integrated approach to improving wellbeing across our state.

¹ Premier's Health and Wellbeing Advisory Council. Tasmania Statement: Working Together for the Health and Wellbeing of Tasmanians. Hobart: Tasmanian Government, January 2024.

² Australian Government Department of Treasury. Measuring What Matters: Australia's Wellbeing Framework. Canberra: Commonwealth of Australia, 2023.

³ Coalition of Aboriginal and Torres Strait Islander Peak Organisations and Australian Governments. National Agreement on Closing the Gap. Canberra: Commonwealth of Australia, July 2020.

⁴ United Nations. Transforming Our World: The 2030 Agenda for Sustainable Development. New York: United Nations, 2015.



3. Understanding what matters to Tasmanians

3.1 Consultation approach

The development of the Wellbeing Framework was a collaborative process, driven by a commitment to reflect the values and aspirations of our community. From the outset, we recognised that to create a meaningful framework, we needed to hear directly from Tasmanians about what wellbeing means to them and what factors contribute most significantly to their quality of life.

This collaborative development process helped ensure that the Wellbeing Framework authentically reflects what matters to Tasmanians across different regions, age groups, cultural backgrounds, and life circumstances.

3.2 Consultation process

A critical first step was identifying the key domains of wellbeing that matter most to Tasmanians and developing clear population outcomes for each domain. The domains provide the framework's structure, while the population outcomes describe what we are working toward within each domain. The domains and population outcomes were developed through extensive research and consultation from 2023 to 2025. Here's how the process unfolded:

- **Public consultation:** Over 1,600 Tasmanians shared their views in public consultations led by the University of Tasmania (UTAS). These insights provided an initial understanding of what wellbeing means for our state.
- **Inclusive analysis:** To ensure a wide range of perspectives were considered, UTAS analysed existing consultation data to include insights from under-represented groups. DPAC also conducted literature reviews to further inform the framework's development.
- **Draft domain and outcome development:** Based on the foundational work of UTAS,⁵ DPAC further developed the draft wellbeing domains and population outcomes. The population outcomes were designed to articulate the specific, desired conditions that would indicate wellbeing in each domain area.

⁵ Seivwright, A., J. Haddon, L.L. Andersen, Q. Chen, E. Lester, M.A.M. Mir, and A.A. Nyaaba. Wellbeing in Tasmania: Analyses of Consultations to Inform the Development of Tasmania's Wellbeing Framework. Hobart: Institute for Social Change, University of Tasmania, 2024.



The domains and population outcomes were crafted to be aspirational yet actionable, providing clear direction while allowing flexibility in implementation.

- **Workshops:** DPAC hosted six online workshops with participants from state government agencies, local government, and non-government organisations. About 230 people took part, providing valuable feedback on the draft wellbeing domains and population outcomes. This positive engagement helped refine and improve these key elements.
- **Final refinement:** Feedback from state government agencies was gathered to further refine the wellbeing domains and population outcomes. This input was crucial in shaping the final version, ensuring they reflect the needs and aspirations of all Tasmanians. Particular attention was paid to ensuring the outcomes were clear, compelling, and actionable across different contexts and sectors.

3.3 Key themes from consultation

Throughout the consultation process and literature reviews, several consistent themes were identified about what matters most to Tasmanians for wellbeing:

Opportunity and participation

Tasmanians emphasised the importance of equitable access to opportunities for education, meaningful work, and participation in community life. Many highlighted the value of lifelong learning and the need for diverse pathways to success that recognise different forms of contribution beyond economic productivity.

Connection to place

Tasmanians expressed a deep connection to our island's natural environment. Many participants described how access to nature, clean air and water, and Tasmania's unique landscapes contribute fundamentally to their sense of wellbeing. This connection to place extended to the built environment, with many emphasising the importance of liveable communities with accessible services, quality infrastructure, and safe, appropriate, and affordable housing.

Relationships and community

Strong relationships and a sense of belonging emerged as central to wellbeing. Tasmanians value community connection, opportunities for participation, and supportive social networks. Many participants highlighted the importance of inclusive communities where diversity is celebrated, and everyone has opportunities to contribute and feel valued.



Health and security

Physical and mental health were consistently identified as foundational aspects of wellbeing. Participants emphasised the importance of accessible healthcare, preventative approaches, and support for mental wellbeing. Financial security, affordable housing, and feeling safe were also highlighted as essential foundations for wellbeing.

Aboriginal perspectives on wellbeing

The public consultation revealed that Tasmanian Aboriginal people shared similar perspectives on wellbeing to other participants, highlighting shared priorities and values across communities.

3.4 Cross-cutting themes from consultation

The consultation process revealed several cross-cutting considerations that apply across all aspects of wellbeing:

Equity and inclusion

The consultation highlighted that wellbeing outcomes are not experienced equally across the community. Responses emphasised the importance of addressing disparities and removing barriers for groups who may face disadvantage or discrimination. This includes ensuring accessibility, affordability, and cultural appropriateness of services and opportunities for all Tasmanians.

Life course perspective

Analysis of feedback showed that wellbeing needs and priorities shift across different life stages. The consultation demonstrated the importance of supporting wellbeing from early childhood through to older age, recognising the distinct challenges and opportunities that arise at each stage of life.

Geographic considerations

With Tasmania's regions having distinct characteristics, strengths, and challenges, the consultation highlighted the importance of place-based approaches that respond to local context while working toward improved wellbeing outcomes for all Tasmanians regardless of where they live.



Sustainability and future focus

Throughout the consultation, a clear focus emerged on considering long-term impacts and sustainability. This includes environmental sustainability as well as the sustainability of social systems, services, and economic opportunities, reflecting a sense of responsibility to future generations of Tasmanians.

3.5 From consultation to framework

The insights gathered through this consultation directly informed the development of the Wellbeing Framework's vision, domains, population outcomes, and principles (see Section 4). These four interconnected components of the Framework reflect what Tasmanians told us matters to them, organised in a way that can guide policy development and community action.



4. The framework

4.1 The structure

The Wellbeing Framework has four interconnected components:

- **Vision:** The vision is an overarching statement that describes the collective wellbeing goal for all Tasmanians.
- **Domains:** Domains provide an organising structure for grouping related outcomes and create a line of sight from outcomes to the overall vision. Each domain is accompanied by a brief descriptive statement of what wellbeing looks like in that area.
- **Population outcomes:** Population outcomes describe the conditions and experiences we are working toward for Tasmanians. They are statements that reflect what Tasmanians have identified as important to their wellbeing.
- **Principles:** Principles are the core values and commitments that guide how we approach our work and make decisions. They reflect the cross-cutting themes identified in the consultation and provide a foundation for reflection and improvement throughout our work.

Each of these components is explored in detail in the following sections.



4.2 Vision

The vision for the Wellbeing Framework is that all Tasmanians have good lives they feel satisfied with, and everyone has a fair chance to do well, now and in the future.

This collective goal recognises the importance of both current wellbeing and the sustainability of wellbeing across generations. It acknowledges that wellbeing is both subjective (how people feel about their lives) and objective (measurable conditions that support good lives).

Population outcomes that can indicate whether people are experiencing the framework's vision in their daily lives are:

- Tasmanians experience high levels of life satisfaction and wellbeing
- Tasmanians feel optimistic and hopeful about their future

While these outcomes focus on subjective wellbeing, the framework captures a combination of subjective and objective population outcomes across wellbeing domains in the following sections.



4.3 Domains

The Wellbeing Framework is structured around six domains that represent the dimensions of life that Tasmanians have identified as important to their wellbeing. Each domain has an icon that appears throughout the framework as a visual guide.

The domains are:



Community: Tasmanians are socially connected, included, and have a strong sense of belonging.



Governance: Tasmanians have responsive, transparent government that values their participation.



Health: Tasmanians enjoy good physical and mental health with equitable access to quality services and care.



Learning: Tasmanians have quality educational and skills development opportunities throughout life.



Place: Tasmanians live in safe, sustainable, well-connected communities with appropriate housing and healthy natural environments.



Prosperity: Tasmanians have meaningful work and financial security in a thriving, inclusive economy.

These domains collectively contribute to the vision for Tasmania—reflecting a holistic understanding of wellbeing. The Framework is deliberately non-hierarchical—each domain is important, and the domains are understood to be interconnected and mutually reinforcing. While presented as distinct categories for clarity, in practice these domains overlap and interact in complex ways.

4.4 Population outcomes by domain

From the consultation, 27 population outcomes were identified that reflect what matters most to Tasmanians. These outcomes are organised across the Framework's six domains: Community, Governance, Health, Learning, Place, and Prosperity.

Together, the population outcomes provide a comprehensive picture of the Tasmania we are striving to build: one where every person can flourish, and community wellbeing is central to policy development and decision-making. Each of these outcomes is explored in the sections that follow, with examples of what progress toward them might look like in communities.

4.4.1 Community population outcomes



Community: Tasmanians are socially connected, included, and have a strong sense of belonging.

Strong communities are built on connection, respect, and mutual support. The community domain has five population outcomes that reflect what matters most in daily life—fulfilling relationships, fair treatment, opportunities to participate in shared activities, a sense of belonging, and knowing help is available when needed (Table 2). Tasmanians thrive when they feel connected to others, can engage in activities that matter to them, and live in communities where diversity is celebrated, and everyone is valued. Each outcome recognises that wellbeing flourishes through the relationships and networks we build with one another. These connections provide everyday support and form the foundation for community resilience in responding to external challenges, from climate change and economic disruption to technological transformation and other forces largely beyond Tasmania's direct control.

The importance of social connection emerged strongly in community consultations. As one Tasmanian noted: 'Wellbeing means being connected, feeling part of the community. Having a purpose or direction for my life.' Another emphasised that relationships allow them to feel safe, valued, supported, and able to contribute. These perspectives reinforce how community creates the conditions not only for belonging, but for people to find purpose and meaning through contributing to the lives of others.

Table 2: Community population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanians have fulfilling relationships and feel connected to others	• Tasmanians have high satisfaction with their personal relationships • Tasmanians rarely experience loneliness and have regular meaningful interactions with others • Tasmanians benefit from intergenerational relationships that share wisdom, skills, and mutual understanding • Tasmanians can stay connected with others through digital technology, regardless of where they live in the state
Tasmanians of all backgrounds and identities are treated fairly and with respect	• Tasmanians of all backgrounds and identities are treated fairly in their daily lives • Public conversation is characterised by respect for diverse perspectives and experiences • Tasmania's cultural diversity is recognised and celebrated • Incidents of discrimination are rare • When discrimination occurs, it is addressed effectively
Tasmanians have opportunities to participate in community groups, cultural activities, and volunteering	• Tasmanians are actively involved in diverse community groups—sporting clubs, faith communities, arts organisations, and online networks • Community events and activities are well-attended and accessible to all
Tasmanians feel they belong and are valued members of their communities	• Tasmanians have a strong sense of belonging • Tasmanians trust one another and feel connected to the places where they live
Tasmanians have access to help and support from others when they need it	• When Tasmanians need assistance, they can readily access help from friends, neighbours, or community networks • Communities show capacity to adapt and support one another during disruptions and challenges • Government services and community organisations provide timely and effective support



4.4.2 Governance population outcomes



Governance: Tasmanians have responsive, transparent government that values their participation.

Governance enables Tasmanians to shape decisions that affect their lives and communities. The governance domain has three population outcomes—meaningful participation in democratic processes, access to responsive and inclusive services, and trust in public institutions (Table 3). Good governance ensures voices are genuinely heard, services meet diverse needs, and systems operate with transparency and accountability. When governance works well, all Tasmanians can have a say in decisions, access support when needed, and trust in the institutions that serve them.

Consultations highlighted how governance shapes wellbeing through trust and representation. As one Tasmanian explained, wellbeing means 'being able to trust the government, which means it should be fair, transparent, and accountable and act with integrity.' Another emphasised the importance of 'feeling all people are supported and represented.' These perspectives show how governance extends beyond formal participation to shape people's fundamental confidence in democratic institutions and their sense of being valued members of the community.



Table 3: Governance population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanians can have a say in government decisions that affect their communities and have their voices valued	• Tasmanians feel able to have their say on important community issues • Tasmanians actively participate in state and local government elections • Members of Parliament and local government councils reflect the diversity of Tasmania, including strong representation of women
Tasmanians can access quality government services that are inclusive, accessible, and person-centred	• Tasmanians can easily access government services • Government services are designed around people's needs and circumstances • Digital services are accessible and supported by assistance for those who need it • Tasmanians who need civil legal assistance can access support
Tasmanians have confidence in government leadership, institutions, and systems	• Tasmanians trust government institutions, such as education, health, police, and justice systems • Systems are in place to protect rights and ensure fair treatment for all community members • Government provides clear, transparent communication about policies, programs, and how public funds are spent • Public institutions adapt and innovate to address emerging community needs and challenges • The justice system supports rehabilitation and successful reintegration into community



4.4.3 Health population outcomes



Health: Tasmanians enjoy good physical and mental health with equitable access to quality services and care.

Health enables Tasmanians to participate fully in life and community. The health domain has four population outcomes that encompass physical, mental, and emotional health across the lifespan (Table 4). These outcomes emphasise not just treatment of illness, but prevention, health promotion, and creating environments that support good health. Strong health foundations enable people to work, learn, connect with others, and engage in activities they value. When the conditions for good health exist, all Tasmanians can thrive regardless of where they live, their background, or their circumstances.

Consultations revealed how Tasmanians understand health as interconnected with other aspects of wellbeing. As one person expressed: 'Wellbeing equals one's physical and mental health. If either of these is impacted, it results in poor wellbeing.' Others emphasised that health depends on access to nutritious food, social connection, pleasant environments, and quality healthcare. These perspectives reflect how health outcomes depend not only on medical services, but on the broader conditions in which people live, work, and connect.



Table 4: Health population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanians experience good physical and mental health and wellbeing	• Children are on-track for physical health and wellbeing as they develop • Tasmanians rate their health as excellent or very good • Tasmanians experience low levels of psychological distress • Tasmanians have the emotional resources and support to navigate life's challenges • Differences in health outcomes between different population groups are actively reduced
Tasmanians are supported to live healthy, active lives and make informed health decisions	• Tasmanians can easily find up-to-date health information and understand it well enough to know what to do • Community environments support physical activity, healthy eating, and social connection, and reduce harms from smoking, alcohol, and other drugs
Tasmanians are protected from preventable diseases and injury	• Preventable chronic conditions are rare among Tasmanians • Tasmanians receive timely immunisations and health screenings • Workplaces, roads, and public spaces are designed to prevent injury
Tasmanians can access affordable, timely, and coordinated health and social services for prevention, early intervention, and treatment	• Tasmanians can see a GP when they need to without cost being a barrier • Early intervention and prevention services help Tasmanians before issues become crises • Tasmanians with chronic conditions or disabilities have access to ongoing support and care that maintains their quality of life • Family support, mental health, and disability services are available and responsive when Tasmanians need them • Tasmanians receive elective surgery within clinically recommended timeframes • Health and social services work together to provide coordinated care • Services are welcoming, culturally safe, and free from stigma



4.4.4 Learning population outcomes



Learning: Tasmanians have quality educational and skills development opportunities throughout life.

Learning shapes how Tasmanians navigate the world and pursue their aspirations. The learning domain has three population outcomes that span from early childhood through to lifelong learning—ensuring children are ready to thrive at school, quality educational opportunities remain accessible throughout life, and people have the practical knowledge and skills needed for everyday participation in society (Table 5). Strong educational foundations open doors to employment, enable meaningful civic engagement, and support personal growth in a changing world. When educational opportunities are accessible and effective, every Tasmanian child can reach their potential, and every adult can continue developing capabilities throughout life.

Consultations emphasised how learning connects to participation across all areas of life. As one Tasmanian noted, wellbeing depends on 'having the foundation skills of language, literacy, numeracy, digital, and employability skills to access and engage in learning, work and life.' Another highlighted the lifelong nature of learning: 'It involves having an understanding of your place in the world and feeling that you are learning new things.' These perspectives reflect how Tasmanians view learning not just as formal schooling, but as an ongoing process of growth and discovery that enhances wellbeing throughout life.



Table 5: Learning population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanian children are prepared to succeed and achieve strong educational outcomes	• Children are developing well across physical, social, emotional, and cognitive areas when they start school • Students attend school and are engaged in learning • Student's individual learning needs are addressed • Students achieve age-appropriate literacy and numeracy skills • Young people complete Year 12 or equivalent qualifications
Tasmanians have access to quality and affordable educational opportunities at all stages of life	• Tasmanians participate in formal study and informal learning throughout their lives • Young adults attain post-school qualifications that support their career aspirations and goals • Tasmanians are satisfied with their education and what they gain from it • Educational programs connect learners with their community, culture, and environment • Knowledge and wisdom are shared across generations and cultural backgrounds
Tasmanians have the knowledge, skills, and resources to participate effectively in society and community life	• Tasmanians can read, write, and use numbers confidently in everyday situations appropriate to their age • Tasmanians can access online services, use digital devices, and navigate the internet effectively • Tasmanians have access to libraries and learning spaces regardless of income or location



4.4.5 Place population outcomes



Place: Tasmanians live in safe, sustainable, well-connected communities with appropriate housing and healthy natural environments.

Place shapes how Tasmanians experience daily life and connect with their surroundings. The place domain has seven population outcomes that encompass environmental stewardship, Aboriginal connections to Country, safe and supportive settings, housing security, transport access, and public infrastructure and community spaces—recognising that where and how people live fundamentally affects wellbeing (Table 6).

These outcomes honour Tasmania's unique natural environment and the deep knowledge Aboriginal Tasmanians hold as custodians of Country, while ensuring communities are designed to be safe, accessible, and sustainable. From clean waterways and thriving ecosystems to affordable homes, well-located infrastructure, and reliable transport, the physical environments where Tasmanians live, work, and gather support health, connection, and participation. These environments need to adapt to meet the diverse and changing needs of communities over time.

Throughout consultations, Tasmanians described these elements of place as deeply interconnected. People emphasised contact with natural environments that are well cared for, alongside practical necessities like safe and affordable housing with access to facilities and transport. As one person explained: 'Wellbeing involves having a supportive environment, where services I need are readily available.' Another emphasised the foundational importance of safety: 'Safety underpins everything else. If you're not safe, you don't have a healthy mind—you're always worried, always stressed.' These perspectives reflect how natural environments, built spaces, housing, transport, and safety work together as an interconnected system that shapes whether communities enable people to thrive.



Table 6: Place population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanians restore, protect, and have access to a biodiverse and healthy environment that is climate resilient, now and in the future	• Tasmania's natural areas support thriving native species and biodiversity • Waterways, air, and natural environments are clean and healthy • Tasmanians can access and enjoy natural areas. • Communities use renewable energy, reduce waste, and use resources sustainably • Communities are prepared and resilient to disasters and climate impacts
Tasmanians benefit from Aboriginal knowledge and connections to Country in caring for the environment	• Tasmanian Aboriginal people lead and practice cultural land management across Tasmania • Aboriginal knowledge and expertise guide how communities care for land and water
Tasmanians have access to well-located public infrastructure and community spaces that preserve heritage and meet current and future needs	• Schools, health facilities, and community centres are located where people need them • Infrastructure planning considers population growth, aging, and demographic changes • Historic buildings and culturally significant sites are protected and integrated into community life • Communities have parks, shops, services, and gathering spaces within easy reach
Tasmanians live, learn, and work in environments that are safe, supportive, and designed to promote wellbeing	• Settings where Tasmanians learn, work, and spend time have policies and practices in place to support good health, safety, and wellbeing • All settings prioritise physical and psychological safety with low rates of injury and harm • Learning and work environments provide meaning, connection, and opportunities for growth • Workplaces provide manageable demands, adequate resources, flexibility, and adequate leave and recovery time

Continued on the next page



Table 6: Place population outcomes and examples (continued)

Population outcomes	What this might look like in our communities
Tasmanians have access to safe, appropriate, and affordable housing in well-designed communities and places	• Everyone has a safe place to call home • Rental housing is affordable and available • Tasmanians can afford their housing without financial stress • Diverse housing options meet the needs of different households and life stages • Homes are energy-efficient, accessible, and comfortable to live in
Tasmanians can safely and affordably get to the places they need and value using diverse transport options	• Tasmanians can get where they need to go easily and affordably • Public transport is timely, accessible, well-connected, and reduces reliance on private vehicles • Walking, cycling, and wheeling infrastructure makes active transport safe and enjoyable
Tasmanians feel and are safe at home, work, and in their communities	• Tasmanians feel safe in their neighbourhoods during the day and night • Violence and crime are rare • Families and children are safe from violence, abuse, and harm • Tasmanians are safe online and can protect themselves from digital harm • Help arrives quickly in emergencies • People experiencing harm can access safety services and legal support when needed



4.4.6 Prosperity population outcomes



Prosperity: Tasmanians have meaningful work and financial security in a thriving, inclusive economy.

Prosperity occurs when Tasmania's economy enables people, communities, businesses, and nature to thrive together. The prosperity domain has five population outcomes that encompass access to secure employment, financial security, entrepreneurship opportunities, a thriving and sustainable economy, and fair recognition of all forms of work (Table 7). These outcomes emphasise that prosperity extends beyond individual financial security to include how Tasmania's economy creates opportunities while operating sustainably within environmental limits. When the economy works well, it supports local businesses, fosters innovation, ensures economic benefits reach all communities, and enables Tasmanians to find meaningful work with fair pay and manage their finances without constant stress.

Consultations highlighted the fundamental connection between economic security and wellbeing. Tasmanians spoke about having sufficient income for necessities and occasional indulgences, but also emphasised that prosperity means more than financial security alone. As one person explained, wellbeing requires finding 'balance between maintaining good relationships, maintaining my physical health and having leisure time, meaningfully contributing to my community through volunteering roles, [and] feeling a sense of achievement and contribution through my paid work.' Others emphasised fairness in the economic system itself, with wellbeing depending on 'living in an economic system for the people and not geared towards wealth creation for the top few.' These perspectives reflect how Tasmanians view prosperity as an inclusive economic system where meaningful work, fair compensation, and diverse opportunities enable everyone to participate fully in work and community life.



Table 7: Prosperity population outcomes and examples

Population outcomes	What this might look like in our communities
Tasmanians have access to meaningful, secure work with fair pay and career development opportunities	• Tasmanians can find work and participate in the workforce • Tasmanians can work the hours they want and need • Tasmanians have opportunities for career progression, skills development, and training to adapt to changing work • Tasmanians are satisfied with their jobs and career opportunities • Tasmanians of working age are engaged in work, education, or training
Tasmanians have the financial and material resources to meet their needs and plan for the future	• Tasmanians can access clothing, household goods, and other essentials for daily life • Tasmanians can afford food, pay their bills, and keep their electricity connected • Tasmanians have access to food that is safe, appropriate, and supports wellbeing • Tasmanians can access emergency funds when unexpected costs arise • Tasmanians understand how to manage their money and make informed financial decisions • Wages keep pace with the cost of living
Tasmanians have access to business and entrepreneurship opportunities	• Communities have strong local economies with thriving businesses and opportunities • Business support and resources are accessible to all Tasmanians
Tasmanians benefit from a creative, innovative, and sustainable economy that creates opportunities for everyone to do well	• The economy creates opportunities for all Tasmanians to thrive • Tasmania's economy is diverse with opportunities across multiple industries • Tasmania produces renewable energy that benefits communities and the economy
Tasmanians paid and unpaid work is recognised, valued, and shared fairly	• Different genders receive equal pay for equal work • Paid and unpaid work, including caring, household, and volunteer work, are recognised and valued • Tasmanians contribute to their communities through volunteering and have their contributions valued



4.5 Principles

The framework is guided by the following core principles:

- **Equity:** Addressing disparities and ensuring fair access means recognising that different people face different barriers and need different levels of support. Equity requires identifying and addressing systemic disadvantage while ensuring our decisions do not inadvertently create or increase inequities.
- **Inclusivity:** Recognising the diverse experiences, needs, and aspirations of all Tasmanians means ensuring voices from all backgrounds are heard and reflected in decision-making. This includes Tasmanian Aboriginal people, people from culturally diverse communities, people with disability, LGBTIQ+ individuals, and people across age groups and geographic locations.
- **Sustainability:** Ensuring that wellbeing today does not compromise the wellbeing of future generations encompasses environmental sustainability, responsible use of natural resources, and economic practices that support long-term prosperity. It means considering the lasting impacts of our decisions on communities, ecosystems, and future Tasmanians.
- **Collaboration:** Working across government, sectors, and communities toward shared goals recognises that progress on wellbeing requires contributions from multiple agencies and sectors. Effective solutions require partnerships and social networks between government departments, community organisations, businesses, and individuals, with shared responsibility for outcomes.
- **Knowledge-informed:** Drawing on diverse forms of knowledge, experience, and wisdom includes evidence from research and data, lived experience from communities, expertise from practitioners, and Aboriginal knowledge systems. Valuing multiple ways of knowing leads to richer understanding and more effective responses.
- **Continuous learning and adaptation:** Embracing ongoing reflection, learning, and adaptation means responding to new insights and challenges as they emerge. Wellbeing is dynamic and our approaches must evolve as we learn what works, as circumstances change, and as new opportunities arise to enhance our effectiveness in promoting wellbeing outcomes.

These principles guide how we interpret and pursue the population outcomes described in this Framework. Applying them throughout policy development, program design, and service delivery helps ensure that our work remains responsive, equitable, and effective for all Tasmanians.



5. The way forward

5.1 Shared responsibility for wellbeing outcomes

Achieving the population outcomes in the Wellbeing Framework requires shared responsibility and collective action. The framework encourages consideration of the broader social, environmental, cultural, and economic drivers of wellbeing, fostering collaboration across traditional policy divisions.

Everyone has a role in contributing to wellbeing outcomes:

- **Tasmanian Government agencies** can use the framework to guide priority-setting, policy development, and program design, building outcomes-focused evaluation capability and evidence-informed decision-making.
- **Tasmanian local government councils** can align strategic planning and service delivery with the framework to enhance quality of life in ways specific to their local context.
- **Community organisations** can use the framework to guide program development and strengthen cross-sector collaboration.
- **Businesses** can consider how their operations and community engagement contribute to broader wellbeing.
- **Individuals and families** can use the framework to understand what contributes to wellbeing, advocate for what matters in their communities, and contribute to collective wellbeing.

The Wellbeing Framework marks a commitment to putting wellbeing at the centre of decision-making across Tasmania. By working together with this shared understanding of wellbeing, we can create the conditions for all Tasmanians to thrive, now and for future generations.

