

Maintaining Wellbeing at work

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phn
EASTERN MELBOURNE

An Australian Government Initiative



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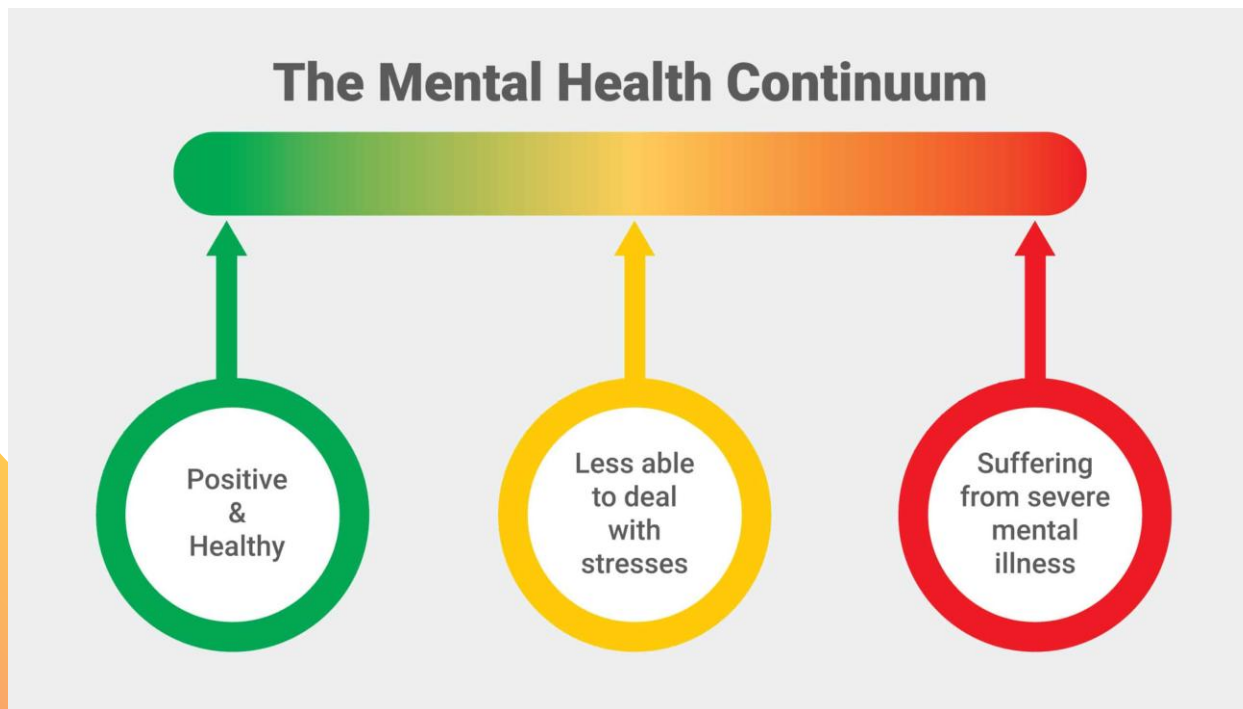




What is Mental Health?

“A state of mental well-being that enables people to cope with the stresses of life, realise their abilities, learn and work well, and contribute to their community”

- World Health Organisation, 2022





What is Wellbeing?

“Well-being is a positive state where individuals and societies experience quality of life, purpose, and the ability to contribute. It encompasses physical, mental, and social factors influenced by broader environments and resources like good governance and socioeconomic conditions”

- World Health Organisation, 2022

Did you know?

1 in 5 adults aged 16-65 in any given year would meet diagnostic criteria for a mental illness

Mental health conditions are one of the leading causes of disability among the working population (WHO, 2022).

Anxiety Disorders, Depression, and Substance Use Disorders are the most prevalent diagnosed conditions among the working population (WHO, 2022).



“PERMA” feeds our wellbeing



P Positive emotions

E Engagement

R Relationships

M Meaning

A Accomplishments



So... What's work got to do with it?

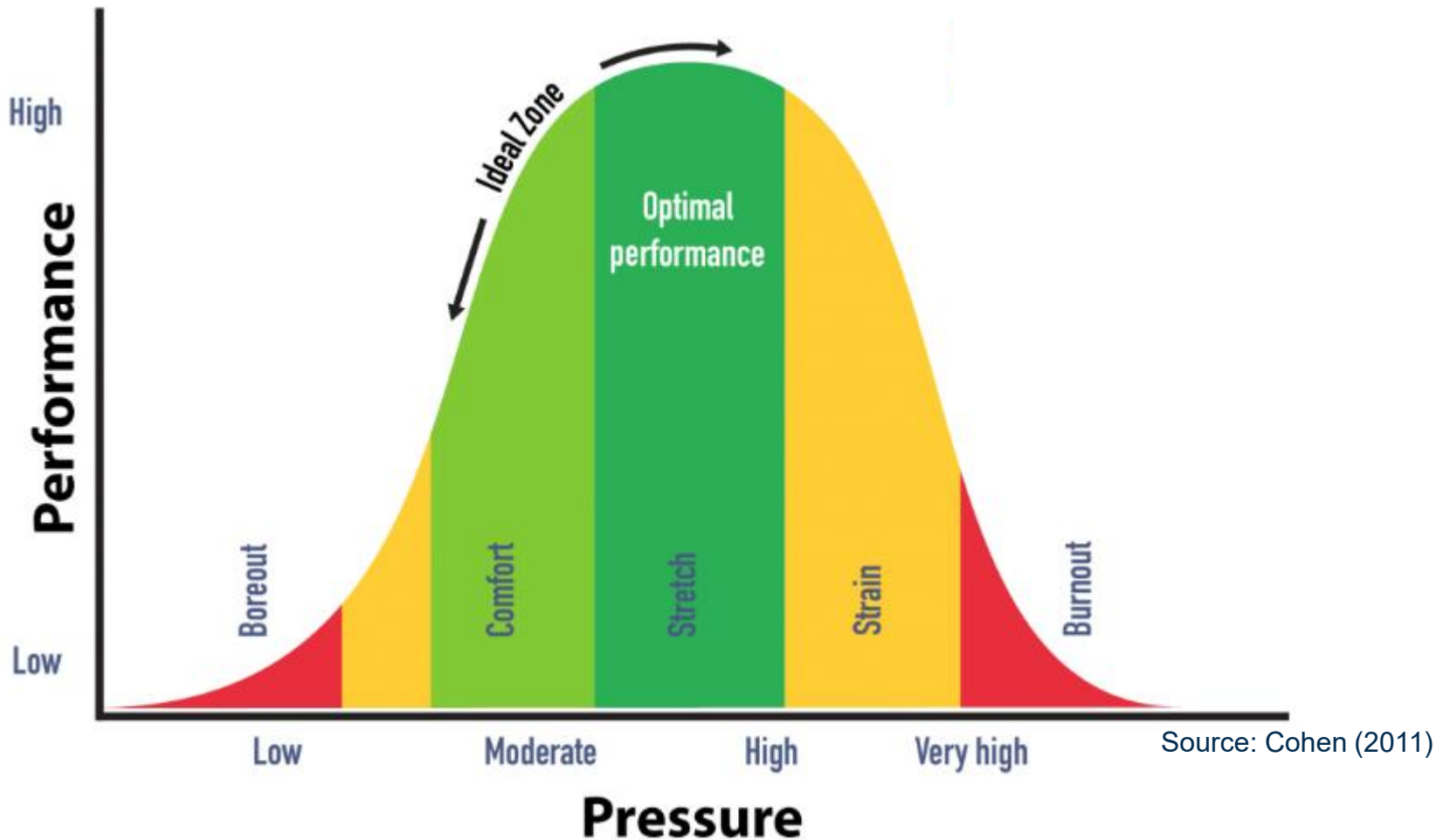
- We spend about one third of our lives at work
- More workers are absent due to stress and anxiety than any other physical illnesses or injuries
- Work can be a protective factor for mental health, but it can also contribute to worsening mental health.

Isn't stress bad?



- Stress is a natural reaction your body has when changes or challenges occur
- Stress is often a response to something in particular - deadline, financial worries, relationship issues etc
- Stress is usually temporary and subsides when the stressor is removed

Stress and Performance



Stress is a fact of life, but not all stress is negative! Both too little and too much stress can negatively impact well-being.

What is Burnout?

“A syndrome resulting from chronic workplace stress that has not been successfully managed”

Causes?

Persistent excessive workload

Lack of support

Inflexible working conditions

Bullying, harassment, unfair treatment

Unclear job expectations

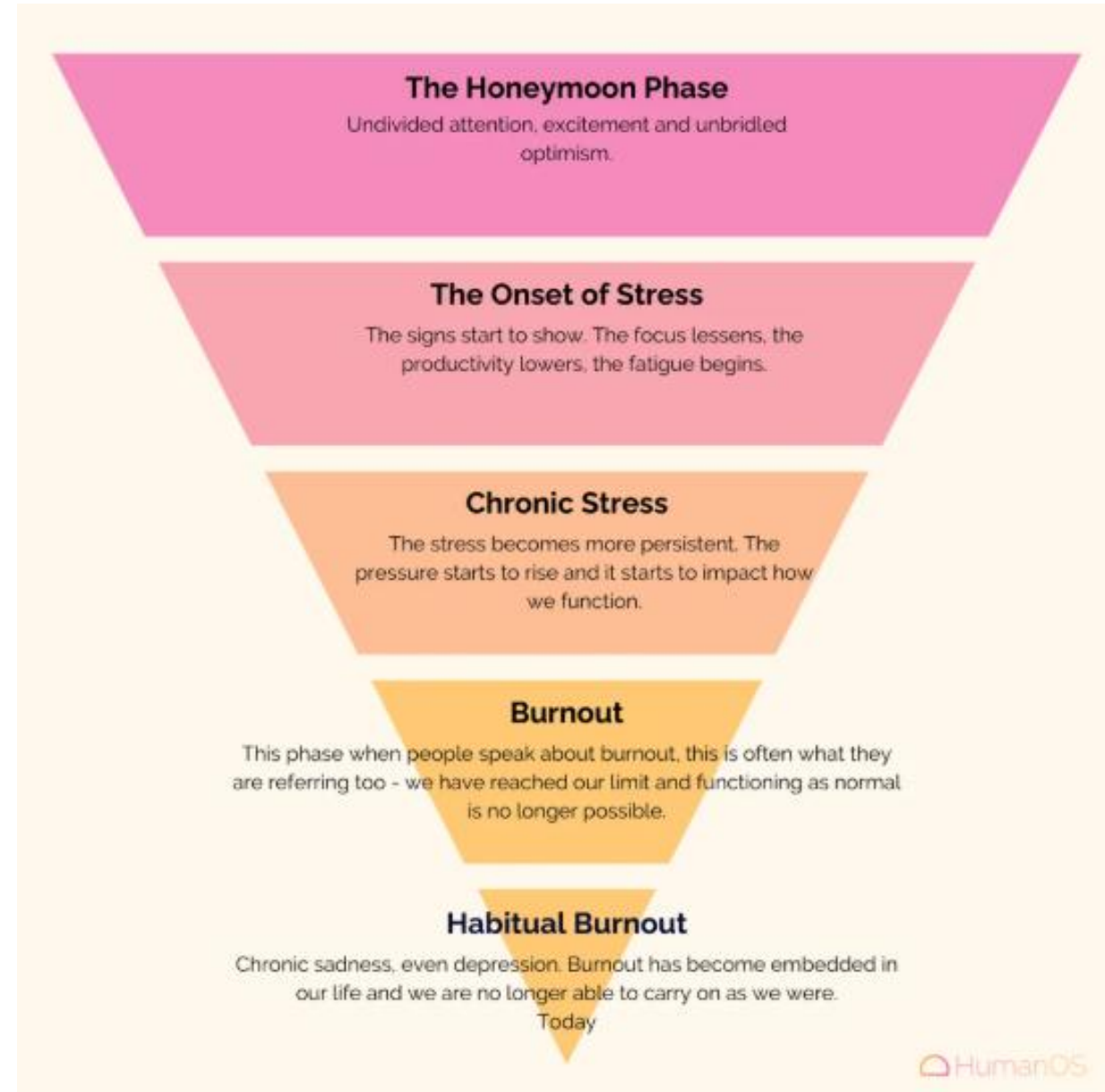
Insignificant recognition

Poor work life balance



What does BURNOUT look like?

- Isolated and trapped
- Irritable
- Cynicism/ detachment
- Present, but not 'present' at work
- Lack of your usual energy or motivation
- Less satisfied with work
- Exhausted or drained
- Procrastination
- Disengaged from work you used to value
- Sleep disturbance
- Headaches and body pain
- Feelings of building stress that won't go away.



Psychological Health Regulations

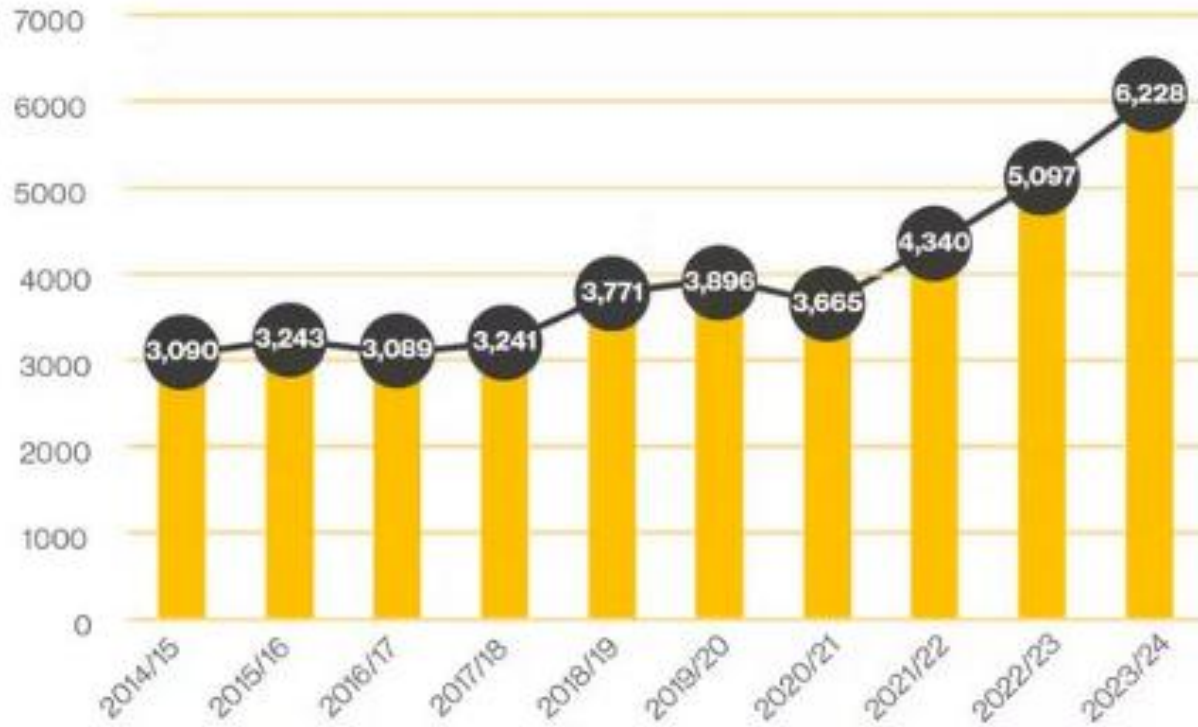
- New Psychological Health Regulations commenced from Dec 1
- Greater focus on risk management
- Mandatory consultation with Health & Safety Representatives in hazard identification and control decisions
- New explicit requirement to manage reports of psychological hazards and incidents



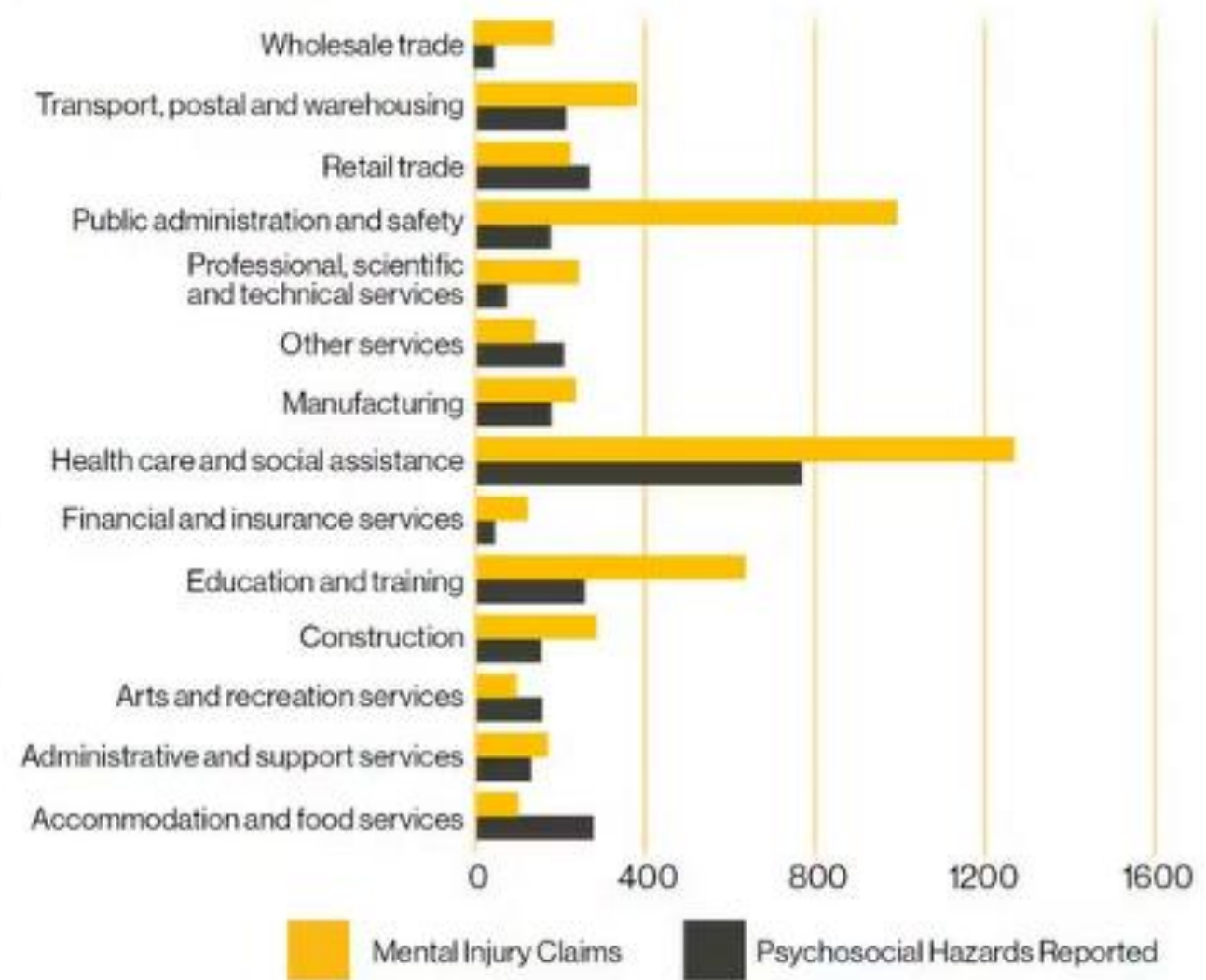


Why?

Mental Injury Claims History



Claims and Psychosocial Hazards by industry (2023-24 FY)





1. Self check in
2. Prioritise breaks
3. Eating health foods, and stay hydrated
4. Develop a workday ritual
5. Limit digital overload
6. Look good, feel good
7. Connect with a colleague
8. Listen to music
9. Prioritise tasks & set boundaries
10. Use existing resources
11. Utilise your leave

‘The Essential Network for Health Professionals’



- **EAP** (if provided by your/ your partners) workplace
- **Black Dog Institute’s TEN Clinic**, with up to five free telehealth sessions with a clinical psychologist or psychiatrist.
- **TEN Digital Mental Health Check-up** - a self-guided mental health assessment which provides a range of triaged support options
- Digital mental health programs - offered free through **This Way Up & the TEN Navigating Burnout Program**

‘Worker Mental Health Support Helpline’

- Launched in 2025
- **EAP** type service, for workplaces with less than 200 employees (if provided by your/ your partners) workplace
- **Up to 4 sessions**, on any issue
- Delivered by TELUS Health
- Posters and recourses available to download on the website, for your tea rooms



Free and confidential 24/7 support
for Victorian workers

Call the Worker Mental Health Support Helpline

1800 318 421

Available to Victorian employees at businesses with less than 200 staff.

 **TELUS** Health



Nursing & Midwifery Health Program – Victoria



- Available to Victorian nurses, midwives and students
- Free individually tailored multi-modal one-on-one peer support counselling with our experienced nurse/midwife clinicians
- Matched with a nurse or midwife clinician who will support you with current issues
- On average 6 sessions offered- but this can be extended
- Self referral via **(03) 9415 7551** or the QR code

Mental Health First Aid Training Opportunity

- Tuesday August 18th & Wednesday August 19th 2026
- Location: Rydge's in Ringwood
- For: General Practice & Pharmacy staff in the EMPHN catchment
- Cost: \$75 per person (payable at registration)
- We'll promote a registration link closer to the time, or leave me with your details for a direct mail out when registration is live.



A wellbeing challenge for you.....

Physical Wellness Challenges

Daily exercise, 2L water a day, 10,000 steps a day

Mental and Emotional Wellbeing Challenges

Daily gratitude practice, family connection without devices, 15 mins of easy reading before bed

Holistic and Lifestyle Challenges

Protect your sleep, eat 1 vegetable with every meal, perform an act of kindness for someone else each day

Start Small: Focus on 5-10 minutes of a new habit to build consistency rather than intensity.

