



Final Report

HVSI Round 6

2022/2023



healthyheads.org.au

Table of Contents

Introduction	3
Project Objective	3
Project Background	3
Industry Need	3
Our Solution.....	4
Strategic Pillars	4
Industry Consultation.....	5
Our Achievements	6
Project Delivery	7
Summary.....	7
Healthy Heads HVSI Round 6 Deliverables	8
1. Seven Stories Seven Strategies Roadmap Planner	8
2. Healthy Heads Toolbox Talks	9
3. Healthy Heads Road Show	10
4. Healthy Heads Industry Recognition Campaign	12
5. Healthy Heads App.....	13
6. RU OK? in Trucks & Sheds	14
7. Healthy Heads Multilingual Mental Health Awareness	15
Additional projects funded and delivered by Healthy Heads	16
8. Nutrition Program.....	16
9. Industry Tailored Training	17
10. Heavy Vehicle Rest Area Scoping Study.....	18
Conclusion	19

Introduction

Project Objective

Delivery of targeted initiatives to support improved mental health and individual wellbeing for truck drivers and distribution centre and warehouse staff nationally, through targeted safety campaigns, initiatives and resources.

Project Background

The Healthy Heads in Trucks & Sheds Foundation (Healthy Heads) is a registered stand-alone not-for-profit, that was established for the benefit of the road transport, warehousing, and logistics industries.

In the absence of a national industry approach to improve outcomes relating to psychological safety and physical health for workers across the sector, in August 2020 Australia Post, Coles, Linfox, Toll, Ron Finemore Transport, Woolworths Group and Qube combined as founding partners to establish and launch the Foundation.

Further support from the National Heavy Vehicle Regulator (NHVR) and the Federal Government enabled the development and launch of Healthy Heads and its work program

Healthy Heads addresses the specific mental health and wellbeing needs of the transport, warehousing and logistics industries, with an overarching objective to create safer, more supportive working environments for all.

Industry Need

The road transport, warehousing and logistics industries face unique challenges that can significantly impact the mental health and wellbeing of those working in the sector. Long hours, isolation, and high-pressure environments contribute to heightened stress and mental health concerns. There is a pressing and ongoing need for industry-specific mental health support and interventions to address these issues and promote a culture of wellbeing and safety.

In the [Superfriend 2021 Indicators of a Thriving Workplace report](#), the transport and logistics sector was determined to be the lowest ranked industry in Australia in terms of workplace mental health and wellbeing (19 out of 19), with a thriving index score considerably below the national average at 62.3 out of 100.

Workers' compensation claim data tells a story of real concern in our industries. The [Work-Related Mental Disorders Profile published by Safe Work Australia in 2015](#) identified the transport and logistics industries as having one of the highest rates of claims for work-related mental disorders with 44.8% of industry workers having experienced a mental health condition.

Analysis by the Coroners Court of Victoria showed truck drivers had the highest number of suicides out of any other profession between 2008 and 2014.

Transport and logistics work environments are integrated and complicated in nature, with less of a controlled environment to monitor, and high variability of interaction. There are several psychosocial risk factors within the sector that lead to the industry being ranked where it is. These are detailed in the [National Mental Health & Wellbeing Roadmap](#) and include:

- ▶ Trauma and critical incidents
- ▶ Long hours, shift work and fatigue
- ▶ High job demands
- ▶ Isolation and social disconnection
- ▶ Mental health stigma

Studies such as [Driving Health](#) have also quantified the extent of the issues and urgent need to act, detailed through ten reports across three stages, involving 1,400 drivers.

Driving Health key findings:

- ▶ The study found that most drivers were overweight or obese and report dealing with medical conditions while at work. Statistically, one in every two drivers was obese, compared to one in every three Australian men of a similar age.
- ▶ Almost a third of the drivers had three or more diagnosed medical conditions, which is four times greater than the average for Australians. The most common medical conditions were back problems, high blood pressure and mental health problems.
- ▶ Mental health is a big concern for young drivers, where 1 in 5 drivers under 35 years had severe levels of psychological distress, compared to 1 in 9 Australian men of the same age.
- ▶ In the survey, drivers of all ages were more likely to report severe psychological distress if they worked longer hours, drove short-haul and if they had more than one medical condition.
- ▶ Over two thirds (70%) of drivers did not meet the guidelines for a healthy and balanced diet, whereas almost half of the drivers (48.8%) did meet physical activity guidelines.
- ▶ Over two fifths (40.7%) were defined as being at high risk of alcohol misuse.
- ▶ Experiencing fatigue whilst working was commonly reported by drivers (62.1%).

Our Solution

In response to this critical need, Healthy Heads has developed targeted solutions to support the mental health of those in the logistics industry. Our approach includes educational programs, support resources, and industry-specific wellness initiatives. By providing these tailored tools as part of a holistic approach and fostering a community of support, we aim to transform the sector into one where all workplaces are healthy and safe, and individuals can thrive.

Whether businesses are looking to build a workplace wellbeing plan, increase awareness by delivering toolbox talks, or looking to hold an event to raise awareness of mental health, Healthy Heads has free and accessible resources suitable for businesses and workplaces of any size.

To explore our suite of resources and information go to www.healthyheads.org.au

Strategic Ambitions

The Foundation has a comprehensive work program, aligned to our strategic ambitions, to drive outcomes for people working in road transport, warehousing, and logistics.

Awareness

Driving awareness and reducing stigma

Building mental health literacy through education

Support

Developing industry-specific resources and enabling access to support

Advocacy

Evidencing and profiling industry mental health needs

Advocating for and recommending solutions

Industry Consultation

In its first two years of operation Healthy Heads formed four Working Groups for information exchange between key industry and mental health and physical wellbeing stakeholders.

These were the:

- ▶ Training Working Group
- ▶ Standards Working Group
- ▶ Wellbeing, Awareness and Education Working Group
- ▶ Technology Development Committee.

The Working Groups included representation from drivers, DC and warehousing team members, Safe Work NSW, TWU, Beyond Blue, Lifeline, Black Dog Institute, Everymind, the insurance sector, industrial property sector, industry associations, trucking operators and Healthy Heads Corporate Partners.

As Healthy Heads has matured as an organisation these working groups have been streamlined into a single Working Group; the Healthy Heads Industry Working Group (IWG).

The IWG is strategically comprised of members across various organisations, functions and levels of employees, including those with lived experience, to provide a broad representation of skills, experiences and insights regarding workplace mental health and physical wellbeing in the industry sector.

The IWG continues to provide a forum for industry input with a focus on the initiation and development of resources, programs and projects that aim to support the mental health and wellbeing of workers across the transport, warehousing, and logistics industries. Sub-groups of the IWG are formed to focus on specific projects as required.



Our Achievements

Awareness



Road Show
54 events delivered across QLD, NSW, VIC, SA, WA and NT.
Over 3,500 Road Show participants
Connection with over 80 businesses



R U OK in Trucks & Sheds
70+ participating businesses annually,
reaching 3,500+ participants



Industry Events
70+ events reaching
8,000+ participants



Healthy Heads App
2,000+ active users

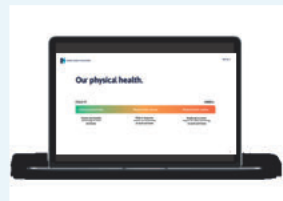


Social Media
6,000+ connections

Support



Industry Resources
National Mental Health & Wellbeing Roadmap
Business Guidelines
Handbooks
Roadmap Planner
20 x toolbox talks
8 x webinars reaching 5,600+ people



Training
8 courses tailored to the transport, warehousing and logistics sector developed with Partners



Multilingual Mental Health Resources
Wellbeing resources created in 8 languages



Nutrition Program
Partnering with 31 bp service centres
16,000+ healthier meals sold to date



Content Partnership
St Kilda Football Club

Advocacy



Parliamentary Friends
Inaugural Healthy Heads Parliamentary Friends of Trucks, Trailers, Transport and Logistics event



Rest Areas
Heavy Vehicle Rest Area scoping study

Project Delivery

Summary

HVSI Round 6 Deliverables (completed during 2022 and 2023)

- 1 / Development and promotion of the **Seven Stories. Seven Strategies. Roadmap Planner**
- 2 / Development and release of **Toolbox Talks** to promote understanding of workplace mental health and wellbeing
- 3 / Delivery of an “**On the Road**” mental health awareness campaign – the Healthy Heads Road Show
- 4 / Delivery of the **Industry Recognition Campaign**
- 5 / Delivery of **Phase 2 of the Healthy Heads App**
- 6 / Delivery of a national industry-specific **R U OK? in Trucks & Sheds** awareness campaign
- 7 / Development and promotion of **Multilingual Mental Health Awareness** resources and campaign

Additional projects (funded and delivered by Healthy Heads)

- 8 / **Nutrition Program**
- 9 / Industry tailored **Mental Health and Wellbeing Training**
- 10 / **Heavy Vehicle Rest Area** scoping study



Healthy Heads HVSI Round 6 Deliverables

1. Seven Stories Seven Strategies Roadmap Planner

Healthy Heads has developed the Seven Stories. Seven Strategies. Roadmap Planner (the Planner) to aid better understanding of psychological health and safety. The Planner assists businesses of all sizes in transport, warehousing, and logistics to establish a Workplace Wellbeing Plan to help meet their work health and safety (WHS) duty of care.

The Planner is built on the Seven Workplace Strategies outlined in the *National Mental Health & Wellbeing Roadmap*. By implementing these seven strategies, organisations can create their own Plan to protect and support their employees.

Recently, state and federal authorities have updated WHS regulations to include codes of practice for managing the risk of psychosocial hazards in the workplace. The Roadmap Planner can help organisations in the sector work to meet their duty of care through the implementation of a plan that will help identify and control psychosocial risks.

The Planner provides information, recommendations, and guidance to assist organisations to implement psychosocial safety actions and thus work to apply requirements of the Model Code of Practice for Managing Psychosocial Hazards at Work. It provides information and recommendations on how to create a mentally healthy, safe, and productive working environment. The Planner includes foundational policies, templates, explanatory narratives, and information.

Objective of the Roadmap Planner:

- a. Using true to life stories, increase understanding of psychological safety.
- b. Provide practical guidance to the sector so that businesses and organisations of all sizes can implement their own workplace wellbeing plans.
- c. Support the industry to work towards meeting the duty of care required in updated legislation related to the management of psychosocial hazards.

The Planner was trailed and informed by 13 businesses of varying sizes and capacities over a three-month period which concluded in June 2023. Following the launch of the Planner in November 2023, industry stakeholders have been briefed via presentations at the NatRoad and Australian Trucking Association annual conferences.

Feedback from the trial and industry briefings has been very positive with businesses commenting that the Planner has increased their understanding of:

- ▶ Mental health in the workplace
- ▶ Psychosocial hazards
- ▶ Actions they can implement to create thriving workplaces
- ▶ Ready to use resources available to them via Healthy Heads
- ▶ The Seven Workplace Strategies in the *National Mental Health and Wellbeing Roadmap*.

Additional businesses and stakeholders have offered feedback that the Planner has the right context, tone and tools to appropriately support the industry to develop individual workplace Mental Health and Wellbeing Plans.

A comprehensive promotional campaign will be rolled out in 2024 to encourage businesses to access and use the Planner.



2. Healthy Heads Toolbox Talks

Healthy Heads Toolbox Talks are designed to provide bite-sized information and facts in a 'ready to deliver' format including preparation ideas, presentation slides and scripts. The aim is to raise awareness and promote healthy and supportive working environments.

There are six toolbox talks available to download from the Healthy Heads website, these include:

- ▶ **Support for all**
An introduction to Healthy Heads in Trucks & Sheds and information regarding where to learn more and access resources.
- ▶ **Head health**
How to think about our mental health in the same we think about and manage our physical health and safety.
- ▶ **Sharing the load**
How we can support one another, a cuppa and a chat can make a difference.

- ▶ **Being aware**
Practical tools to help improve self-awareness.
- ▶ **Taking action**
Practical self-assessment and self-care strategies.
- ▶ **4 steps to driving an RU OK? Conversation**
How to ask R U OK?, listen, encourage action and check-in.

An additional six brief statements and single slides have been created for use as an 'ad-on' to regular safety talks or team meetings, for instances where there is limited time, but a commitment to ongoing mental health awareness-raising. These include:

- ▶ Learn, understand and be our best
- ▶ Support on hand
- ▶ Starting a conversation
- ▶ Diet and exercise
- ▶ Staying hydrated
- ▶ Nutrition

Slide 3 – A cuppa and a chat can make a difference.

Script

A cuppa and a chat can make a difference.
A quiet chat over a tea or coffee is often when we unload 'stuff'.
I've done it. I'm sure others of you have.

Just having someone listen can make us feel better about things.
Who's knows the old saying: 'A problem shared is a problem halved'?

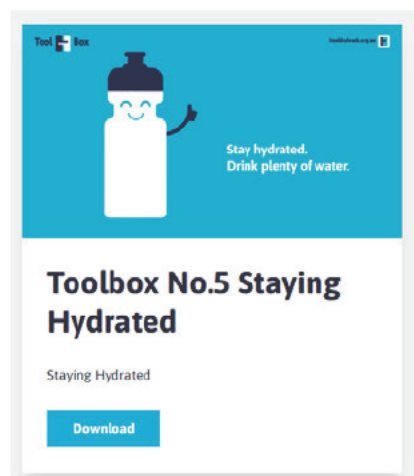
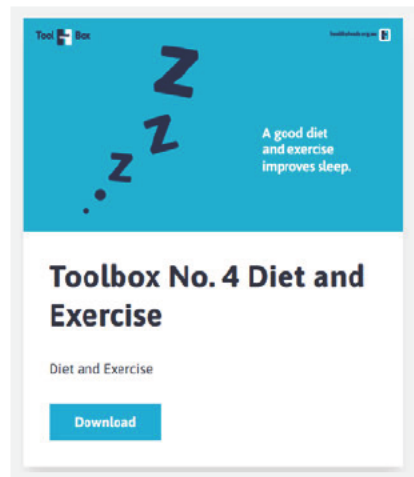
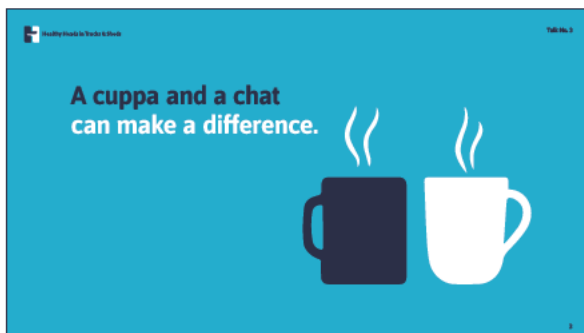
Action note: Acknowledge the nods or lean into the silence if it happens

Old sayings usually have a lot of truth to them.
What about the old expression of 'bottling stuff up'?

Action note: Again, acknowledge the nods or lean into the silence if it happens

It's another expression that stays relevant.
Largely because we are all prone to bottling stuff up.
Can I get a show of hands if you have?

Action note: You of course raise your hand and acknowledge those who join you.
Seriously, it isn't good for us.
Better to get stuff off your chest with someone you can relate to.
Someone who won't judge you. Like a mate.



3. Healthy Heads Road Show

The Healthy Heads Road Show is our industry activation vehicle provided by Foundation Partner PACCAR Australia.

Road Show provides a forum in which Healthy Heads can connect directly with people working in our sector. Events are held in metro, regional and remote areas. At truck stops, we reach truck drivers passing through, while at warehouses and distribution centres, we connect with site based employees and drivers coming and going from facilities.

At Road Show events, Healthy Heads team members have a chat over a coffee or a snack linked to our nutrition program. We deliver mental health toolbox talks, explain and promote the resources available for people working in the sector, partner with organisations to provide free physical health checks, and encourage people to download the Healthy Heads App for help-on-hand.

Supported by the NHVR’s HVSI funding in its first touring year, the Road Show has now completed a second year on the road, funded by Healthy Heads and is one of our most popular and requested resources.

Roadshow Objectives

- ▶ Reduce stigma, raise awareness and educate by connecting with industry and through the distribution of tailored information on mental health and physical wellbeing
- ▶ Increase awareness and understanding of Healthy Heads in Trucks & Sheds and where and how to access resources, programs and support
- ▶ Increase Healthy Heads App downloads.

2022 and 2023 Roadshow Highlights

- ▶ Over 3,500 people engaged through Road Show events
- ▶ 54 events delivered across QLD, NSW, VIC, SA, WA and NT
- ▶ Connection with over 80 individual businesses
- ▶ Facilitation of driver health screening via My Health for Life, Worksite Fitness and Rehabilitation and OzHelp.

Event Summary

Location	Event Focus
19 Service Centres (Truck Stops)	Truck drivers
15 Trucking Operator Sites	Truck drivers and on-site employees
16 Warehouse/Distribution Centre/Manufacturers	Truck drivers, warehouse and distribution centre, dealership and manufacturer on site employees
4 Major industry events	Industry leaders, business owners and operators, suppliers, manufacturers, truck drivers, warehouse and distribution centre and logistics employees



“ Your Road Show event allowed a colleague to open up (to management) about how he was feeling while performing light duties due to a work injury - this opened up the conversation and changes were made to support this worker ”



“ The event we held with Road Show was one of the best things we have ever done. We did not talk about work, just personal stuff. I would encourage you all to do an event with Road Show if you can ”



4. Healthy Heads Industry Recognition Campaign

From 1 December 2021 - 8 January 2022, Healthy Heads ran a digital campaign that drove public recognition, and acknowledgement of the people that fulfil a multitude of roles in road transport, logistics and warehousing industries.

The public-facing component of the campaign was delivered across a mix of channels, targeting consumers who were engaging with the retail sector online. The channels strategically selected included YouTube, Facebook, and Programmatic Display and Pre-roll video, all were focused on optimising budgets for maximum reach and awareness.

Campaign Objectives

- ▶ Drive public recognition and acknowledgement of people in roles in road transport, logistics and warehousing
- ▶ Shine a light on the people 'you don't see' that drive, pick, pack and deliver goods to your doorstep or local store
- ▶ Publicly recognise the sector and amplify the work on a national platform to give a greater sense of pride in their work.

Key Achievements

The Industry Recognition Campaign exceeded all key campaign goals of impressions and video views, as well as exceeding Facebook and YouTube benchmarks.

This resulted in reaching more viewers than what was projected in terms of the allocated budget.

Overall, the campaign achieved 67% more impressions than the target goal, with the campaign receiving 8 million digital impressions across the formerly mentioned platforms.

Notably, the campaign gained almost 10,000 clicks through to the Healthy Heads website, which is significant considering this was not a campaign objective. This achievement reinforces the success of the creative and messaging.

YouTube:

- ▶ Target deliverable: 50,000 views
- ▶ Achievement: 80,000 views

Facebook:

- ▶ Target deliverable: 4.5M impressions
- ▶ Achievement: 5.8M impressions

Programmatic Pre-Roll

- ▶ Display Target deliverable: 33,000 impressions
- ▶ Achievement: 1.5m impressions
- ▶ Pre-roll Target deliverable: 250,000 views
- ▶ Achievement: 442,000 views

The Industry Recognition Campaign was so well received during the 2022/2023 Christmas peak period season, that Healthy Heads funded running the campaign again through social media in 2022/2023. The assets are evergreen and will continue to be utilised.



Thanks to all of you for filling his list.

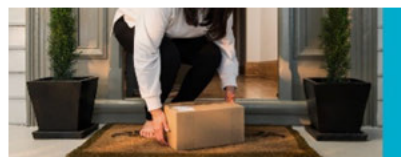
Thanks to the cold-store pickers, forklift and truck drivers for the millions of tonnes of fresh produce you get from growers to millions of shoppers every day.

Healthy Heads in Trucks & Sheds
Supporting the mental health and wellbeing in transport and logistics.



Thanks to all the people you don't see.

Mangoes
Video Views: 221,345
Impressions: 5,771,323
Clicks: 5,043



Thanks to all of you for making her day.

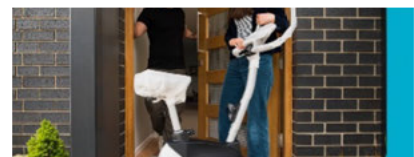
Thanks to the warehouse pickers, forklift drivers and truck drivers for the millions of much-anticipated packages you get to millions of people every day.

Healthy Heads in Trucks & Sheds
Supporting the mental health and wellbeing in transport and logistics.



Thanks to all the people you don't see.

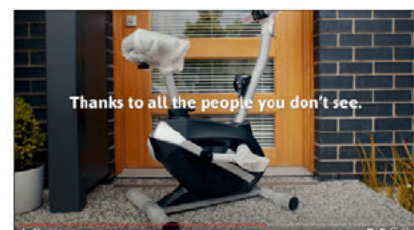
Parcel
Video Views: 196,686
Impressions: 1,411,087
Clicks: 2,964



Thanks to all of you for making their day.

Thanks to the container handlers, forklift drivers and truck drivers for the millions of goods from all over the world you get to millions of people every day.

Healthy Heads in Trucks & Sheds
Supporting the mental health and wellbeing in transport and logistics.



Thanks to all the people you don't see.

Bike
Video Views: 134,101
Impressions: 956,421
Clicks: 1,938

5. Healthy Heads App

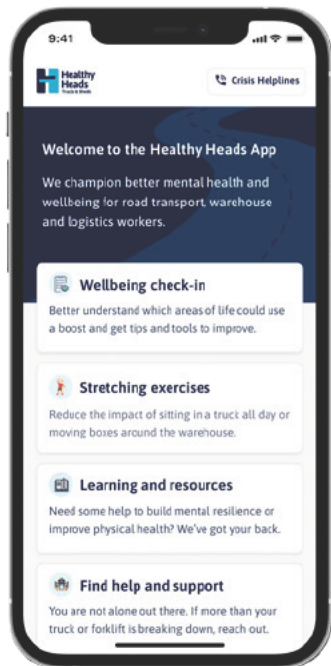
The Healthy Heads App was first launched in 2021. Healthy Heads completed the second App build in 2022. The Healthy Heads App now has over 3,000 active users to date.

The App has been designed to support wellbeing, increase self-awareness and create greater resilience. It offers support on hand for truck drivers, warehousing and distribution centre staff, and others working in the logistics industry. It includes a holistic wellbeing check-in, stretching and exercise content, breathing exercises, and quick links to crisis support and resources.

Through our Foundation Partnership with bp, we have developed a nutrition program that encourages users of the App to access discounts on healthier meal choices from participating bp sites across Australia working to bolster App engagement.

Major achievements for the second App build include:

- ▶ Link to bp nutrition incentives and Healthy Heads Nutrition Program pilot
- ▶ Featured exercises (with St Kilda player Mason Wood)
- ▶ Links to mindfulness and sleep videos (with St Kilda Football Club's Dr Ben Robbins and Dr Elise Facer-Childs)
- ▶ Enabling the activity tracker
- ▶ Enabling push notifications
- ▶ Establishing analytics capability for monitoring of App activity.



“ I have the App and have been purchasing from the Choose Healthy & Save Menu at bp – I’ve actually lost weight while being on the road. I feel good! ”

“ I use the breathing exercises in the App every night in my cab to help me fall asleep ”



“ I rang Lifeline via your app recently ”



6. RU OK? in Trucks & Sheds

On 18 May 2022, in partnership with R U OK? Healthy Heads launched and celebrated the inaugural R U OK? In Trucks & Sheds Day. A day of action to ensure people in the road transport, warehousing and logistics industries know when and how to meaningfully connect and genuinely ask 'are you OK?'.

The 2022 theme was Drive Conversations, a simple call to action to drive the conversation with workmates who might be doing it tough, helping them to feel connected and supported at work. The campaign drove an increase in digital impressions across the Healthy Heads website and social media channels, generating over 4,000 website landing page views, 123,000 organic social media impressions, and more than 1,000 resource downloads. Resulting in 60+ workplace events, including an estimated 20,000 attendees, nationally.

The results of this first R U OK? in Trucks & Sheds campaign exceeded projected outcomes reinforcing the need for ongoing awareness-raising activities.

R U OK? in Trucks & Sheds has now been established as an annual campaign, funded by Healthy Heads.

The second R U OK? in Trucks & Sheds National Day of Action was held on 16 May 2023. With growth in participation, Healthy Heads focused on supporting our network of Company Champions to lead activities within their organisations.

61 Company Champions led events across their organisations, seeing companies both large and small come together to connect, share stories and learn how to have an R U OK? conversation any day of the year. Events included morning teas, toolbox talks, BBQs and other events right across the country. Healthy Heads also hosted an R U OK? in Trucks & Sheds morning tea at Brisbane Truck Show 2022, sponsored by HVIA.

Four industry-specific case studies were developed, showcasing real stories and personal experiences of mental health, as well as the ways in which workplaces can support individuals. R U OK? in Trucks & Sheds is core to Healthy Heads as we continue our mission to reduce stigma, encourage help-seeking, and make every day the day to ask 'are you OK?'.

R U OK? in Trucks & Sheds will be held on 14 May 2024 with new case studies including a video case study, co-branded merchandise and a new theme: 'As R U OK? No qualifications needed.'



7. Healthy Heads Multilingual Mental Health Awareness

Healthy Heads has developed and promoted wellbeing resources in eight different languages, as well as in English, with the aim to reach more people across the industry where English is not a first language.

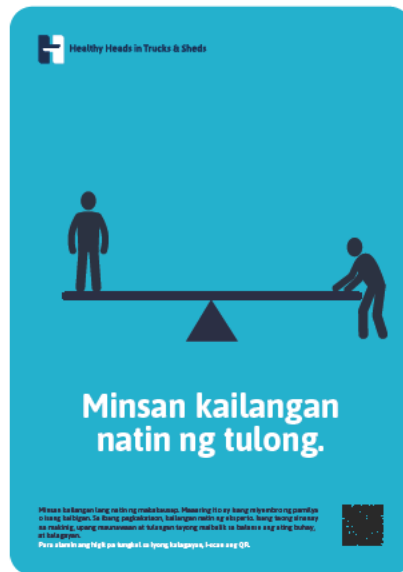
These resources aim to educate people working in our sector that wellbeing is important to all of us, no matter our background or beliefs. Wellbeing can be defined as being comfortable, healthy and happy. It is also more than something we have. It's something we do. It is about keeping a few things in balance, including physical wellbeing, exercise, eating well, good quality sleep, and connection.

These resources also encourage people to be aware of how they are feeling physically, socially, emotionally, and mentally. By being mindful, we can maintain equilibrium as well as recognise when things are out of balance, and when it is time to seek expert help.

Languages available are:

- ▶ Hindi
- ▶ Punjabi
- ▶ Arabic
- ▶ Filipino
- ▶ Vietnamese
- ▶ Mandarin
- ▶ Cantonese
- ▶ Sinhalese

Resources are available for download via the Healthy Heads website [here](#), and include a two-minute animated video, shareable social media tiles and a series of seven digital and printable posters.



Additional projects funded and delivered by Healthy Heads

8. Nutrition Program

What we eat and drink affects our brain, mood, and mental health. Healthy Heads has partnered with Nutrition Australia to educate, raise awareness and encourage longer-term healthy eating.

Healthier Choices with bp

With the support of bp, and guided by Nutrition Australia, the Healthier Choices menu program offers freshly cooked meals, 24-hours a day – catering to the needs of drivers and those working in the logistics industry. The bp Healthier Choices menu is currently available at 31 sites across Australia. All meals on this menu are rated green, following the Victorian Government, Healthy choices: food and drink classification guide.

The program also includes free and downloadable resources

- ▶ Nutrition social media tiles and a corresponding copy guide
- ▶ Nutrition posters

Latest statistics (Healthier Choices meals purchased):

- ▶ All time sales (August 2022 to 30 September 2023) totals 16,257 meals.



What is next?

▶ Nutrition in Sheds

A Nutrition in Sheds program following a similar methodology has been developed for launch in 2024.

▶ Be Fit Foods

A trial including 10 shed workers and 10 heavy vehicle drivers was launched in November 2023. Participants will be provided with six weeks' worth of healthy pre-prepared meals and snacks.

The participants will complete a medical prior to and after the program and during the program will meet with a dietitian four times for a 15-minute phone coaching session. There is no cost to participants with all meals and dietitian consultations provided in-kind by Be Fit Foods.

An evaluation of the program will be conducted in the first quarter of 2024.

▶ Healthy lunchboxes and tearooms

Healthy Heads is now working with Nutrition Australia to develop digital information packages tailored to the industry that can be distributed to stakeholders including posters, checklists, infographics and toolbox talks.

The lunch box program will target individuals aiming to educate drivers and other workers about what can be included in a healthy lunch box and tips and hints on how to prepare and pack for a day or a longer haul.

Targeting businesses the healthy tearoom program will provide information on how employers can encourage healthier nutrition on site among their employees. This will include practical actions that businesses can implement as well as shareable educational content to encourage behavioural change.

Healthier Meal Choices

Special (Nov) App user price for November

Poached Eggs on Toast	\$6.90	\$11.90	Chicken & Salad Wrap	\$4.50	\$9.50
Grilled Chicken & Vegetables or Salad	\$16.90	\$21.90	Rump Steak & Vegetables or Salad		\$29.90
Grilled Fish & Vegetables or Salad	\$13.90	\$18.90	NEW Vegetable Frittata	\$4.90	\$9.90
Salad Wrap	\$4.50	\$9.50	Vegetable & Hummus Cup	\$1.90	\$6.90

Special (Nov) App user price for November

Save up to \$5 on selected menu items when you show your Healthy Heads App

*Not participating to service centres for a limited time.

This project is an initiative of Healthy Heads in Trucks & Sheds and bp, developed in partnership with Nutrition Australia.

Download the Healthy Heads App for resources to support your wellbeing.

It's free to join.

App Store | Google Play

bp | Healthy Heads

9. Industry Tailored Training

Training programs empower people to manage their own mental health and support the mental health of others that they work with. Delivering training is a proactive approach to supporting early intervention and the framework of prevention, protection, and support.

When organisations implement mental health training programs this works to:

- ▶ Reduce stigma
- ▶ Normalise mental health
- ▶ Increase help seeking behaviours
- ▶ Increase the capacity of people in the industry to maintain their own mental health
- ▶ Increase the capacity of people in industry to recognise signs and support others
- ▶ Support early intervention.

When employees feel comfortable talking about their wellbeing at work, they are less likely to suffer in silence. When people speak up it is essential that others in their teams or workplace know how to respond to their needs, offer support and connect them to further help if required.

Healthy Heads has worked with expert organisations, Lifeline, Black Dog Institute, AP Psychology & Consulting Services and Mental Health First Aid Australia to tailor their evidence-based programs for people working in the road transport and logistics sector.

Truck drivers and industry workers were consulted through the Healthy Heads Training Working Group. The Working Group members had input into the tailoring of the courses and themselves trialled the training and had the opportunity to offer feedback.

Additionally, Healthy Heads has worked as a member of a national collaboration between Mental Health First Aid® Australia, Healthy Heads, Steering Healthy Minds, Toll Group, and TrackSAFE Foundation, to develop the industry specific scenarios for inclusion in the Mental Health First Aid course material.

List of courses:

Healthy Heads has been funded through HVSI Round 8 to offer over 600 free places in these training courses throughout 2024 which will have a significant impact in the sector in terms of building capacity around mental health, help-seeking, and supporting workmates.

Training Courses

Mind Your Mates Lifeline	Managing for Team Wellbeing Black Dog Institute	Accidental Counsellor Lifeline
Mental Health First Aid Mental Health First Aid	Your Mental Health and Work Black Dog Institute	Communicating about Mental Health and Suicide Everymind Training
Mental Workplace Health & Wellbeing Action Plan Workshop AP Psychology & Consulting Services	Mental Health and Wellbeing in the Road Transport, Warehousing and Logistics Sector Lifeline	

10. Heavy Vehicle Rest Area Scoping Study

The issue of Heavy Vehicle Driver Rest Areas has been discussed at length and in many forums over many years. Healthy Heads has joined the conversation with the aspiration to encourage all stakeholders to look beyond frequency, location, and physical design elements.

With the support of the Goodman Foundation, Healthy Heads commissioned the Heavy Vehicle Rest Area Scoping Study with TMX to provide a baseline and inform our next steps in this space.

Healthy Heads is asking the question:

'How do we go above and beyond what has been provided in the past in major rest areas, to offer facilities and amenities that can make a meaningful difference, specifically to driver mental health and wellbeing outcomes?'

It's about establishing facilities that can improve connectedness, overcome loneliness and isolation, as well as amenities that facilitate better physical health outcomes and address driver psychosocial risk.

As an industry that is ranked 19 out of 19 when it comes to thriving workplace index score, it is time to look beyond the ordinary, to innovate, and raise the bar for truck drivers across our nation. We must give them access to services and support that every other worker takes for granted.

Further work on this project will be progressed during 2024.



Conclusion

Healthy Heads’ development and roll-out of the resources and campaigns detailed throughout this report demonstrates the tangible outcomes that can be delivered through the NHVR’s Heavy Vehicle Safety Initiative.

The funding provided through HVSI Round 6 allowed Healthy Heads to establish these programs that are now ongoing, funded by Healthy Heads. This includes Road Show going into its third year of operation with a waiting list in place due to the popularity of events, R U OK? in Trucks & Sheds being made an annual event in the trucking and

logistics calendar, the next phase of the Roadmap Planner implementation underway, further App development, and building upon Healthy Heads’ suite of resources including the Toolbox Talks, Industry Recognition Campaign assets and Multilingual resources.

Healthy Heads thanks the NHVR for the support provided through HVSI Round 6 which has allowed the establishment of several projects and resources as detailed throughout this report, all of which are ongoing, providing a meaningful and lasting impact for industry.

Contact:

Naomi Frauenfelder
Chief Executive Officer
naomi.frauenfelder@healthyheads.org.au

healthyheads.org.au

