



Healthy Heads in Trucks & Sheds

**It's about better mental
health and wellbeing for all**

in road transport, warehousing and logistics

Background

- Healthy Heads in Trucks & Sheds (Healthy Heads) is an initiative by industry, for industry, established in 2020 to address specific challenges relating to mental health and wellbeing.
- Healthy Heads is the overarching, national body for supporting psychologically safe and thriving workplaces in road transport, warehousing and logistics.
- We work with our key partners and stakeholders, playing a role in shaping the future of the sector.



Do You Know?

- **When it comes to workplace Mental Health, where is the Transport and Logistics sector ranked?**
- **What percentage of truck drivers do not meet health and balanced diet guidelines?**
- **What percentage of truck drivers experience loneliness?**

If you don't already
have the conference
SLIDO App open,
Scan here to answer:



Why Healthy Heads in Truck & Sheds?



THE TRANSPORT, POSTAL
AND WAREHOUSING
INDUSTRY IS RANKED
19 OUT OF 19 IN TERMS OF
WORKPLACE MENTAL
HEALTH AND WELLBEING



OF DRIVERS DON'T MEET
HEALTH AND BALANCED
DIET GUIDELINES



OF DRIVERS
EXPERIENCE
LONELINESS



Supported by industry for industry

- Healthy Heads is funded primarily through contributions from industry via Corporate Partnerships.
- Our resources are free to all who need them due to the support of Corporate Partners.
- We need ongoing support to ensure we can continue to deliver on our mission.
- The Healthy Heads Board is voluntary and comprised of a broad cross-section of industry leaders.

Healthy Heads Board

-  **Paul Graham**, Australia Post - *Chair*
-  **Mark Parry**, Independent- *Deputy Chair*
-  **Jo Hammond**, Coles
-  **Reini Otter**, Frasers Property Industrial
-  **Mark Mazurek**, Linfox
-  **Janelle Greene**, National Transport Insurance
-  **Ben Newton**, Primary Connect
-  **Belinda Flynn**, Qube Holdings
-  **Geoff Crouch**, Ron Crouch Transport
-  **James Dixon**, Ron Finemore Transport
-  **Paul Ryan**, Teacho Ltd
-  **Nick Vrckovski**, Toll Group

-  **Patron:** Lindsay Fox AC

Mental Health Continuum



- Mental health is not only about being unwell.
- Our mental health is an ever-present continuum.
- Healthy Heads' focus is on reducing factors that cause mental health to decline and encouraging proactive measures that help us all thrive.

Key Target Ambitions

1

Awareness

- *Driving awareness and reducing stigma*
- *Building mental health literacy through education*

2

Support

- *Developing industry-specific resources and enabling access to support*

3

Advocacy

- *Evidencing and profiling industry mental health needs*
- *Advocating for and recommending solution*

Employer Obligations

- Various state and territory work health and safety regulatory frameworks include obligations to manage psychosocial hazards at work.
- It is important that those across the sector are aware of their obligations.
- Healthy Heads aims to assist businesses in considering an approach to managing psychosocial hazards.



The Healthy Heads Roadmap Planner was developed in response to

Increasing legal obligations on employers relating to management of psychosocial hazards

Industry requesting a tool to support understanding of psychological health and safety in the workplace

Need for a 'how to' guide for businesses to create their own plan

The development process involved:

- Expert input from AP Psychology & Consulting Services and Driven Strategy and Policy
- Trialled by 13 businesses over a 3-month period
- Launched November 2023
- Link to Planner: [Seven stories. Seven strategies. by HealthyHeads - Issuu](#)

Roadmap Planner

The Planner helps organisations understand where they are currently placed with regard to managing psychological health and safety and encourages all businesses to have A PLAN



Includes:

- Seven stories for the seven workplace strategies
- 7 Pro-forma policies ready for use by businesses
- 13 Tip sheets and templates
- 3 Example plans
- Links to resources, training and further information
- Aligns with WHS duties and Model Code

Road Show

The Healthy Heads Road Show is a custom-built DAF LF which hosts industry events across the country.

The Road Show aims to directly reach and connect with truck drivers, warehouse and distribution centre staff, on mental health and wellbeing issues.

The Road Show provides access to:

- Useful tips on mental health and wellbeing
- Tailored resources and provide pathways to support
- An understanding of what Healthy Heads has to offer including FREE access to the Healthy Heads App



R U OK? in Truck & Sheds



The image displays three promotional materials for the 'R U OK? in Trucks & Sheds' campaign. On the left are two booklets. The first booklet, titled 'R U OK? IN TRUCKS & SHEDS', features a man in a high-visibility shirt and headset on a forklift, with the subtitle 'Your conversation guide to asking "are you OK?"'. The second booklet, also titled 'R U OK? IN TRUCKS & SHEDS', features a man in a pink turban and high-visibility shirt pointing at a laptop, with the subtitle 'Your toolbox for driving conversations in your workplace'. Both booklets include the 'Healthy Heads Trucks & Sheds' logo and the 'RUOK?' logo, along with the website 'ruok.org.au'. To the right is a poster with a yellow background. It features the text 'Drive conversations and ask "are you OK?"' above an illustration of a forklift carrying boxes. Below the illustration, it says 'Life's ups and downs happen to everyone but we can all drive conversations with our workmates who might be doing it tough, to help them feel connected and supported.' The poster also includes the 'Healthy Heads Trucks & Sheds' logo, the 'RUOK?' logo, and a call to action: 'Get involved! 17 May 2022. Download your free resources today at healthyheads.org.au/ruok #RUOKtrucksandsheds | #ruok'. A large download icon (a square with a downward arrow) is positioned to the right of the poster. At the bottom right, a black box contains the text 'Resources are available for download healthyheads.org.au/ruok'.

Resources are available for download
healthyheads.org.au/ruok

Nutrition program

- Supported by bp and advised by the National Nutrition Foundation
- Increase awareness and healthy eating behaviours
- Providing an incentive by offering up to a \$15 discount on healthier menu items at 32 bp locations
- 32 bp locations
- Over 45,000 healthier meals purchased since September 2022



Show your Healthy Heads App at purchase for a discount on specially marked options on the menu at participating bp sites.



Healthier Meal Choices

Available October, November and December 2025

save
up to
\$15

on all cooked meals
& \$5 on snacks

Poached Eggs on Toast

\$8.90

\$13.90

Grilled Chicken &
Vegetables or Salad

\$6.90

\$21.90

Grilled Fish &
Vegetables or Salad

\$4.90

\$19.90

Salad Wrap

\$4.90

\$9.90

Chicken & Salad Wrap

\$4.90

\$9.90

Rump Steak &
Vegetables or Salad

\$14.90

\$29.90

Vegetable Frittata

\$4.90

\$9.90

Vegetable & Hummus Cup

\$1.90

\$6.90

Special HHTS
App user price

Special HHTS
App user price

*At participating bp 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

It's free to join.



Nutrition Awareness Campaign

- Driver and workplace nutrition information packages
- Nutrition mini-webinars
- Social media (tiles and copy)
- On site promotional posters



Tailored training

- Healthy Heads collaborates with training delivery providers to tailor courses for the sector.
- Courses cover a range of delivery options and complexity to match industry needs.
- Training increases capacity to understand and engage on mental health and wellbeing issues.
- **healthyheads.org.au**

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

**Workplace Mental Health
& Wellbeing Action Plan
Workshop**
AP Psychology Consulting
Services

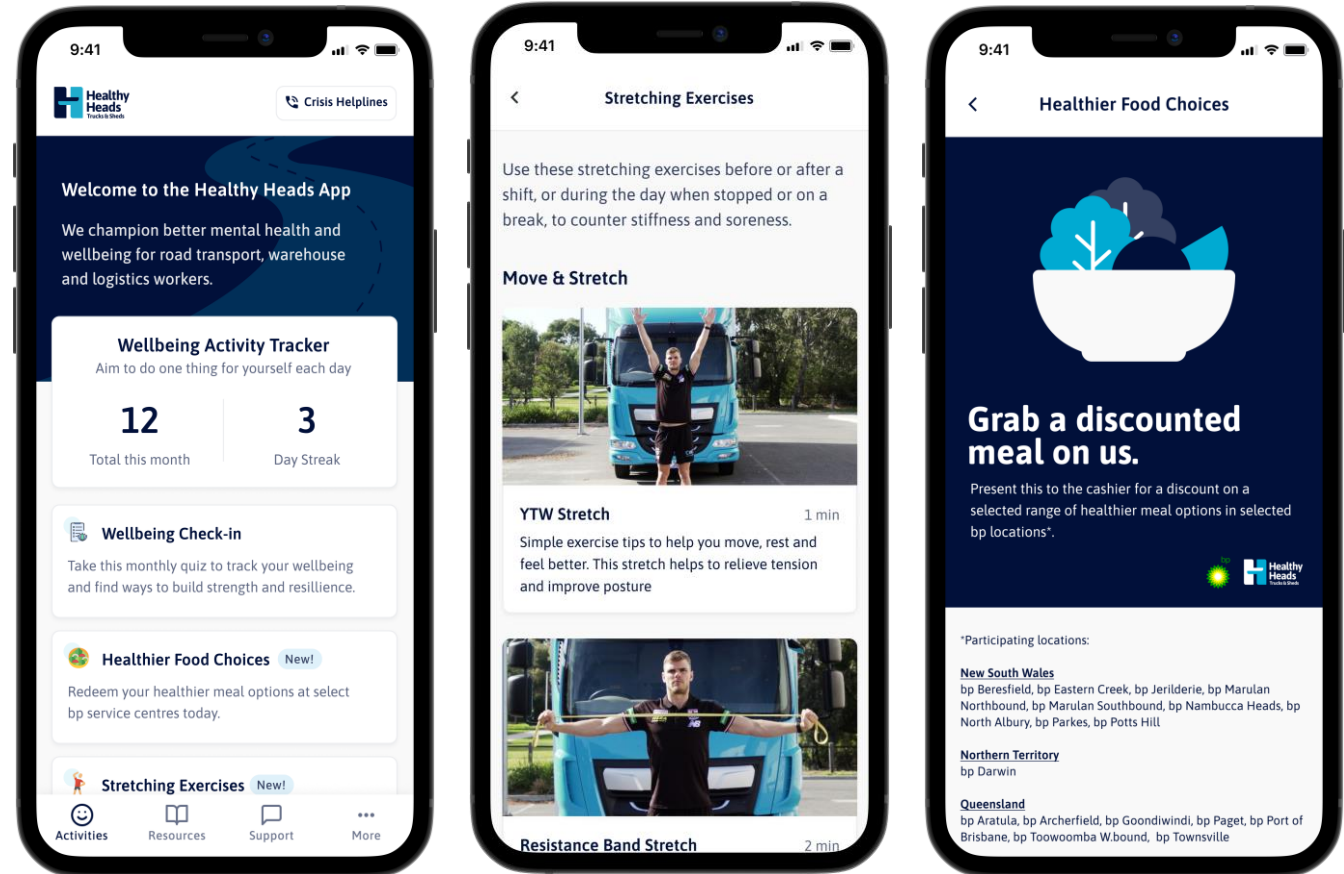
**Mental Health and Wellbeing
in the Road Transport,
Warehousing and Logistics
Sector**
Lifeline

Healthy Heads App

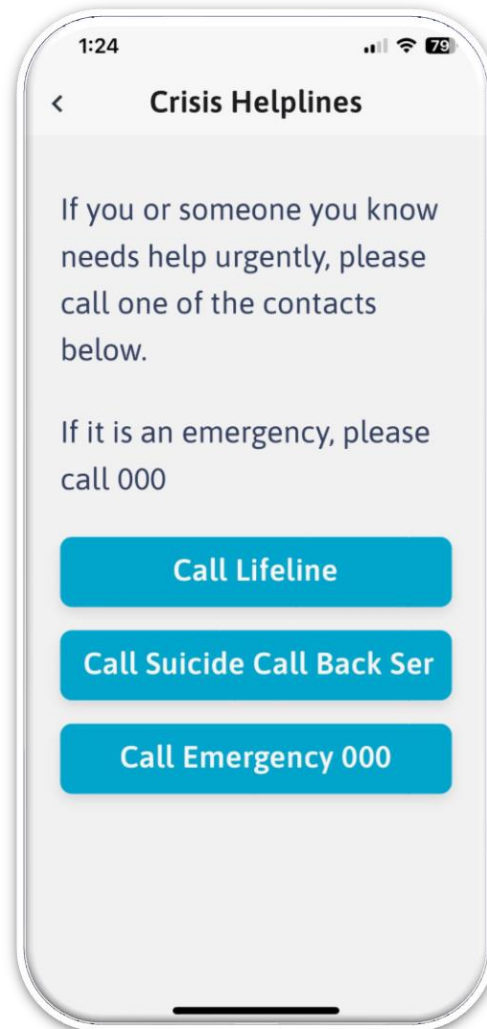
The Healthy Heads App has been designed to support wellbeing, increase self awareness and create greater resilience.

Features:

- Self-check-in quiz to help increase self-awareness
- Access to resources to build resilience
- Stretching exercises – St Kilda Football Club
- Incentivised healthier meal options
- Tools to help better manage day-to-day life
- Access to urgent support services



Helplines



Recovery after Trauma guide

- Developed in Partnership with Phoenix Australia
- To support
 - Early intervention
 - Building resilience and coping skills
 - Awareness raising



The Guide offers

Information on

- Self-help
- Seeking professional help
- Recognition of signs and symptoms
- Supporting a family member or friend after exposure to trauma
- Managing recovery from trauma
- Post Traumatic Stress Disorder
- Information on common conditions experienced after exposure to trauma.

Providing support in the workplace

As a business owner, leader, manager or supervisor you can make a positive impact on a person's mental health, and recovery after trauma. Providing them with support as soon as possible, and following up regularly can be beneficial to their recovery.



When someone experiences a traumatic event, their reactions can sometimes seem unusual or unpredictable, and reactions vary from person to person. They might withdraw, become irritable, or have difficulty concentrating. These responses, while they may seem concerning, are often normal and part of the person's natural way of coping with stress. People in this industry can experience multiple traumatic events over the course of their career.

In your role as a leader or manager, understanding these varied and potential impacts of trauma can help you avoid misinterpreting their behaviour and allow you to offer support with empathy and patience.

The following do's and don'ts provide guidance for offering meaningful support.

Do's:

- **Provide practical assistance:** Helping them with organising their work schedule, prioritising or reassigning their work tasks or assisting with alternative transport home can reduce their feelings of being overwhelmed, so they can focus on recovery.

- **Be empathetic:** Show understanding and validate their feelings. Hearing "It's okay to feel this way" reassures people that their reactions are normal. This is especially valuable when coming from colleagues who have had similar experiences.
- **Offer choices:** Listen without judgement and let them decide what type of support they're comfortable with, whether that be from you or another person or service, and whether it be in person, online or via text.

It is not always the 'big events' that are the most impactful. Sometimes it can be the seemingly smaller events that can build and then be the 'straw that broke the camel's back', or the event might carry personal significance for them, such as the person injured or killed reminding them of a loved one or a previous traumatic event.

- **Encourage connection with others:** Connecting with others reminds them they are not alone. This can be very important when traumatic experiences occur in the workplace. Your support reminds them their experiences are acknowledged and understood.
- **Follow up:** If appropriate in your role, regularly check in to show ongoing care.
- **Link with other supports:** Remind them of the workplace and other supports and resources available, such as those listed on the Healthy Heads App Support page. Encourage them to seek help through their GP, EAP or TIACS if you're worried about them.

- **Provide them with reliable information:** Provide them with reliable and accurate information about how they can look after themselves, and when and how to seek help. Trusted evidence-based resources and services are listed later in this booklet, and you can also provide them with the brief Glove Box Guide on Recovery after Trauma, and other resources from the Healthy Heads website.

Don'ts:

- **Don't minimise their experience:** Avoid phrases like, "It's not a big deal."
- **Don't pressure them to talk:** Let them share when they're ready.
- **Don't overstep boundaries:** Respect their privacy and avoid probing for details. You aren't expected to take on the role of their counsellor.

You can also refer to **RU OK? In Trucks and Sheds Conversation guide on the Healthy Heads website** for more tips on how to approach this conversation.

www.healthyheads.org.au/ruok

What can I ask my counsellor?

There are evidence-based treatments available for the common mental health concerns, such as PTSD, depression and anxiety, that can follow a traumatic event.

Here are some questions that you can ask to help you get the information you need about your treatment:

- What is the best evidence-based treatment for me? Why/Why not?
- Can you tell me how this type of treatment works?
- Does this treatment have any negative effects?
- Can you tell me what training and experience you have in this type of treatment?
- How long will treatment last?
- What can I expect to happen during treatment?
- Can you tell me what I will need to do during treatment or in my day-to-day life to help me get better?
- What kind of improvements can I expect?
- What support will I need while I am having treatment?



What can I ask my doctor about medication?

- How does this medication work?
- What can I expect to feel like if it works?
- Does it have any side effects and how long will they last for?
- If there are side effects, will they impact my ability to work, driving or operating heavy machinery, or fulfil other commitments?
- How long will it take before I start to feel better?
- How long will I have to take it?
- What do I do if I forget to take my tablets?
- When it's time, how do I go about stopping the medication?
- What will happen when I stop taking it?

Glovebox Guide



Download the full
Recovery after Trauma Guide



When to get more help

For some people, a traumatic experience can lead to ongoing mental health issues or have negative impacts on their relationships with family, friends and work.

It's time to reach out for help if:

- you're struggling to cope,
- you don't notice improvements after a couple of weeks, or
- others are worried about you.

Seeking help is not a sign of weakness and it's best to get help early.

Help is available

A great first step is to talk to your General Practitioner, Employee Assistance Program (EAP) if available, or TIACS.

TIACS is a free service for all blue collar workers including truckies, farmers, tradies and their families and supporters.

www.tiacs.org

Phone or text **0488 846 988**
Mon-Fri 8am-10pm AEST

More support options are listed on the Healthy Heads website at www.healthyheads.org.au and on the Healthy Heads App.



For immediate assistance

Lifeline

13 11 14
lifeline.org.au

Lifeline Text

0477 131 114
lifeline.org.au

A partnership between



Recovery after Trauma
Glovebox Guide

Tool
Box.



Everyone's experience of trauma is unique.

People working in transport, warehousing and logistics can be exposed to potentially traumatic events, such as being involved in or first on the scene at motor vehicle accidents or near misses, workplace accidents or physical assaults.

In the days and weeks following a traumatic event, it's normal to experience a range of reactions, and these vary from person to person.

Common reactions include:

- strong feelings of fear, sadness, guilt, anger, or grief,
- fatigue and difficulty sleeping,
- feeling 'on edge' and alert to danger,
- avoiding reminders of what happened,
- using alcohol or drugs more to help cope,
- difficulty concentrating and making decisions.



Recovery is possible

Generally, these common reactions will resolve on their own over the coming weeks, and with the support of family, friends and peers you will recover. This guide includes suggestions to help you with your recovery.

Looking after yourself

Some people experience many potentially traumatic events over the course of their career. Even though you may have coped well with these in the past, it doesn't mean you won't feel impacted by what you've just experienced, so it's important to take care of yourself over the coming days and weeks.

- **Be kind to yourself** – recognise that you've been through an extremely stressful event and an emotional reaction is normal.
- **Remember your strengths** and what has helped you cope before.

- **Look after yourself** – rest, eat regular, well-balanced meals, make time for physical activity, and reduce caffeine, sugar, alcohol and cigarettes.

- **Spend time with people** you care about, even if you don't want to talk about what's happened.

- **Make time for relaxation** - whether it's listening to music, going for a walk- whatever works for you.

- **Structure your days** as much as possible, especially if you've taken leave from work.

- **Resume your normal routine** as soon as possible but take it easy.

- **Try not to bottle up your feelings** or block them out.
- **Avoid making major life decisions** in the weeks after the event but try to make small daily decisions to help you feel more in control.
- **When you're ready, talk** about your feelings to other people who will understand.
- **Write about your feelings** if you don't feel like talking to others about them.
- **Give yourself time to re-evaluate.** Trauma can affect the way you see the world, your life, goals, and relationships.

Supporting others after a traumatic event



Traumatic events involve situations that are either life-threatening or have the potential for serious injury, such as motor vehicle accidents or near miss, workplace accidents, physical or sexual assault, or disasters.

After a potentially traumatic event many people will experience strong feelings of fear, sadness, guilt, anger or grief. These feelings will usually become less intense after a few weeks, and the support of family, friends and workmates is especially important during this time.

What you can do to support someone after a traumatic event

Provide practical support

Help them to find time and space to recover. You could offer to look after the children or help with errands.

Encourage them to return to normal routines to help them restore a sense of order and control.

Encourage self-care: rest, healthy eating, exercise, relaxation, and reducing caffeine, cigarettes, drugs, and alcohol.

Join them in enjoyable activities and help them plan at least one enjoyable activity each day.

Acknowledge their achievements, even small ones, as progress may be hard for them to see.

Be familiar with the support options available, and encourage them to seek professional help if:

- they don't seem to be their usual self
- they're not improving after two weeks
- you're worried and think they would benefit from speaking to a professional.

See support options and resources on the Healthy Heads website at www.healthyheads.org.au



Download the Healthy Heads App



Download the Healthy Heads Recovery after Trauma resources



Workplace support after trauma



Workplaces are in a strong position to help someone who has experienced a potentially traumatic event. Business owners, leaders, managers, supervisors and workmates can all provide support.

When someone experiences a traumatic event, their reactions can sometimes seem unusual or unpredictable, and they can vary a lot from person to person.

How can I help support and guide someone?

✓ DO

Provide practical help in the moments and days afterwards: Immediately after an event, they might appreciate the offer of a lift or to phone a loved one. In the days following, you might help organise or reassign their work tasks or driving schedules or routes so they can focus on their recovery.

If they need time off work, support them with a return-to-work plan that has been developed with them.

Be empathetic and understanding: Hearing "It's okay to feel this way" reassures people that their reactions are normal.

Offer choices: Listen without judgement and let them decide what type of support they're comfortable with, whether that's from you or someone else, in person, online or via text.

Encourage connection with others: Connecting with others reminds them they are not alone. Your support reminds them their experiences are acknowledged and understood by the workplace.

Follow up: If appropriate in your role, regularly check in to show you care.

Link with other supports: Remind them of the workplace and other available supports and resources. Encourage them to seek professional help if you're worried about them.

Provide them with reliable information: Provide information about how they can look after themselves, and when and how to seek help. Direct them to the Recovery after Trauma resources on the Healthy Heads website.



These reactions will usually become less intense after a few weeks, and the understanding and support of the workplace and workmates is especially important during this time.

People may experience multiple potentially traumatic events over their career. It's not always big events that most impact people – sometimes it's an event that really resonates with them, or a series of events that build until one event becomes the 'straw that broke the camel's back'.

✗ DON'T

Don't minimise their experience: Avoid phrases like, "It's not a big deal."

Don't pressure them to talk: Let them share when they're ready.

Don't overstep boundaries: Respect their privacy and avoid probing for details. You aren't expected to take on the role of their counsellor.

If you're concerned about them, or they aren't improving after a couple of weeks:

- Encourage them to talk to their GP.
- Support them to access their Employee Assistance Program (EAP) if available.
- Help them access free professional counselling through TIACS, a service for blue collar workers including truckies, farmers, tradies and their families and supporters. Phone/text 0488 846 988. www.tiacs.org

More helpful resources

- Other support options and resources are on the Healthy Heads website or App. www.healthyheads.org.au
- R U OK? in Trucks and Sheds [conversation guide](#) has more tips for you.



Helping yourself after a traumatic event



People working in transport, warehousing and logistics can be exposed to potentially traumatic events, such as being involved in or first on the scene at motor vehicle accidents or near misses, workplace accidents or physical assaults.

After traumatic events it is normal to experience strong feelings of fear, sadness, guilt, anger or grief. Generally, these resolve on their own, but for some people these events can leave lasting impacts.

Try some of these suggestions:

- ✓ Recognise that you've been through an extremely stressful event and an emotional reaction is normal.
- ✓ Remember your strengths and what has helped you cope before.
- ✓ Look after yourself – rest, eat regular, well-balanced meals, make time for physical activity, and reduce caffeine, sugar, alcohol, cigarettes.
- ✓ Spend time with people you care about, even if you don't want to talk about what's happened.
- ✓ Make time for relaxation – whether it's listening to music, going for a walk – whatever works for you.
- ✓ Structure your days as much as possible, especially if you've taken leave from work.
- ✓ Resume your normal routine as soon as possible but take it easy.
- ✓ Try not to bottle up your feelings or block them out.
- ✓ Avoid making major life decisions in the weeks after the event but try to make small daily decisions to help you feel more in control.
- ✓ When you're ready talk about your feelings to other people who will understand.
- ✓ Write about your feelings if you don't feel like talking to others about them.
- ✓ Give yourself time to re-evaluate. Trauma can affect the way you see the world, your life, goals, and relationships.

If you are struggling to cope or feel affected by the trauma after two weeks ask for help.

Seeking help is not a sign of weakness and its best to get help early.

A great first step is to talk to your GP, Employee Assistance Program (EAP) if available, or TIACS. TIACS is a free service for all blue collar workers including truckies, farmers, tradies and their families and supporters. Phone or text 0488 846 988. www.tiacs.org

See support options and resources on the Healthy Heads website. www.healthyheads.org.au



Download the Healthy Heads App



Download the Healthy Heads Recovery after Trauma resources.

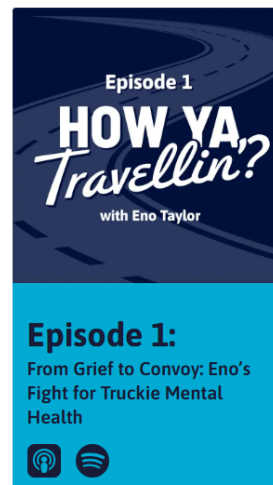


Healthy Heads podcast

How Ya Travellin' with Shane Jacobson

A podcast from Healthy Heads in Trucks & Sheds to support the mental wellbeing of truckies, people working in warehouses and distribution centres, and right across the logistics sector, when and where they need it most.

Join host Shane Jacobson for real talk, honest yarns, and easy ways to keep your mind and body in a better place – no matter what bumps, detours or long hauls life throws your way. Because looking after yourself isn't a pit stop – it's part of the journey.



Accessing our resources

Physical Health Resources

Through our partnership with St Kilda Football Club, Healthy Heads has developed some new posters that you can display in your workplace to encourage everyone to get physical and do simple exercises everyday.

The top five benefits of exercise on mental health are...

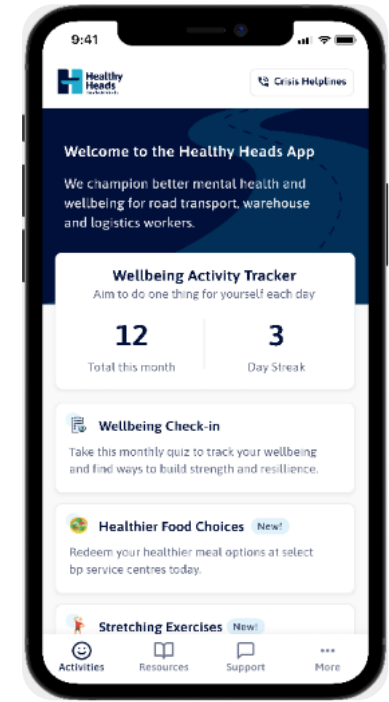
1. Endorphins, serotonin and other mood lifting chemicals
2. Improved brain function, alertness and concentration
3. Improved physical strength, flexibility and endurance
4. Lower feelings of stress, depression and anxiety
5. Improved quality of sleep and better energy renewal

Use the button below to download the posters!

St Kilda Exercise Posters



All resources freely
available at:
www.healthyheads.org.au



Toolbox Talks

Support **H** for all.

Talk No.1 Support for all

This toolbox talk explains how Healthy Heads in Trucks & Sheds can help your workplace

Download

Head **H** health.

Talk No.2 Head Health

This toolbox talk covers being aware and knowing where to seek help

Download

Sharing **H** the load.

Talk No.3 Sharing the load

This toolbox talk explains being aware and being there for one another

Download



AP Psychology & Consulting Services

Psychological Health and Safety Action Plan Workshop

AP Psychology & Consulting Services (APPCS) are delivering a workshop to help small businesses create a ment...

Learn More



FREE COURSE AVAILABLE

Lifeline Australia

Mind Your Mates

Lifeline has collaborated with Healthy Heads in Trucks & Sheds to tailor Mind Your Mates training to...

Learn More



Everymind

Communicating About Mental Health and Suicide

The training provides an overview of the background evidence, key tips for safe communications and an...

Learn More



FREE COURSE AVAILABLE

Lifeline Australia

Accidental Counsellor

Lifeline has collaborated with Healthy Heads in Trucks & Sheds to tailor Accidental Counsellor training...

Learn More



Healthy Heads in Trucks & Sheds

Thank you

