



**Annual
Review**

**2022-
2023**



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About Us

Healthy Heads in Trucks & Sheds (Healthy Heads) is a not-for-profit foundation that supports the mental health and wellbeing of people working in the road transport, warehousing and logistics industries. We were established by industry, for industry, in August 2020, to address specific challenges faced by the sector.

Our Mission

At Healthy Heads, we are passionate about creating psychologically safe, healthy, and thriving working environments for truck drivers, distribution centre and warehouse team members, as well as all other supply chain related staff.

Our Vision

To provide everyone in the road transport, warehousing and logistics industries with what they need to support their mental health and physical wellbeing, and to ensure these needs are recognised as being vital to support a thriving workforce into tomorrow.



Our Strategic Ambitions

Healthy Heads has a comprehensive work program, which is aligned to our strategic pillars listed below. This helps drive tangible 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.
- Enabling access to support.

Advocacy

- Evidencing and profiling industry mental health needs.
- Advocating for and recommending solutions.

Message from the Chair & Chief Executive Officer

“ Over the last 12 months, Australia has started to recover from the pandemic and natural disasters that dominated the prior two years. However, the increasing pressure placed on the supply chain – and those working in it – has remained. This has continued to highlight the importance of Healthy Heads in Trucks & Sheds in providing best practice mental health and wellbeing resources to individuals and businesses in the road transport, warehousing, and logistics sector. ”



Reflecting on our busiest 12 months yet, it is important to recognise how far we have come, despite the ongoing challenges in our sector.

This financial year has seen the delivery of our second annual R U OK? in Trucks & Sheds National Day of Action, as well as the extension of the Road Show outreach program into the Northern Territory. We have also developed specialised resources to help organisations meet their duty of care in responding to changing Work, Health and Safety legislation, while increasing our advocacy efforts.

We continue to work alongside the industry to facilitate the support that is needed to ensure working environments across our industry are psychologically safe, healthy, and thriving. As always, it is about protecting those who keep our nation moving.

Our Corporate Partners and Supporters continue to demonstrate incredible commitment to ensure that mental health and wellbeing remains at the forefront for our sector. We greatly value all of our partnerships, including the increasing number of individuals in the sector that personally help champion the cause. We simply could not do what we do without you.

We are fortunate that mental health is more openly discussed in Australia. There is increasing focus on the role that workplaces can play in providing a protective shield against the psychological stress placed on people. However, we also recognise there is work yet to be done due to the inherent stressors in many frontline roles in our sector.

¹[Superfriend, 2023 Indicators of a Thriving Workplace Key Insights Report](#)

Despite being a critical industry for the country, that is also ranked the worst sector when it comes to mental health¹, we do not receive direct Federal or State Government funding. This goes to show the challenge we have ahead of us. It also fortifies our resolve and commitment at Healthy Heads, as we head into our fourth year of operation, to drive a meaningful and permanent positive change.

As we look to the future, we encourage everyone in the sector to speak up on mental health, to learn how to spot the signs that someone isn't coping, and to understand how they can offer support. We all have a role to play. Collectively, we can make lasting change by creating healthy and psychologically safe workplaces. We can ensure that everyone working in road transport, warehousing and logistics feels supported and can thrive.

Paul Graham
Chair

Naomi Frauenfelder
Chief Executive Officer

FY23 Highlights



Healthy Heads Award

Inaugural Healthy Heads Wellbeing Award presented at the ALC Supply Chain Summit



Industry Engagement

12 industry working group sessions



Healthy Heads Planner

Developed Healthy Heads Planner with 13 businesses trialling the new resource



Multilingual Resources

Wellbeing resources in 8 languages



Mental Health Training

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



Nutrition and Wellbeing

Nutrition trial completed and ongoing delivery established
12,000+ healthier meals sold



Parliamentary Friends

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



Rest Areas

Heavy Vehicle Rest Area scoping study



Partnerships

56 Corporate Partners



Board

12 voluntary Board Members



Healthy Heads Team

Four full time staff members

Reach

Through delivering the below programs and campaigns, we have been able to extend our reach across the country, working to profile Healthy Heads and the free resources available to all.



Road Show

28 events held across VIC, NSW, QLD, SA, and NT
Over 2,500 Road Show connections at events
Connection with over 50 businesses



R U OK? in Trucks & Sheds 2023

70 businesses participated
3,500 participants in R U OK? in Trucks & Sheds events



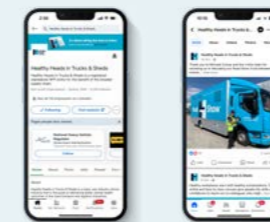
Industry Events

Presentations at more than 30 events, reaching 4,000+ attendees



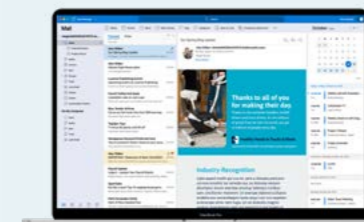
Healthy Heads App

7,400 downloads
1,500 active users



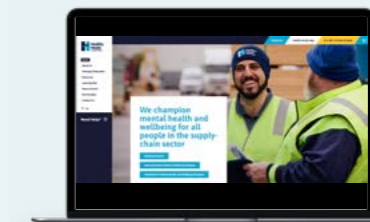
Social Media

6,000+ followers across Facebook and LinkedIn



Newsletter

Mailing list of 3,000 subscribers



Healthy Heads Website

21,000+ users
75,000+ page views
2,500 resources downloaded

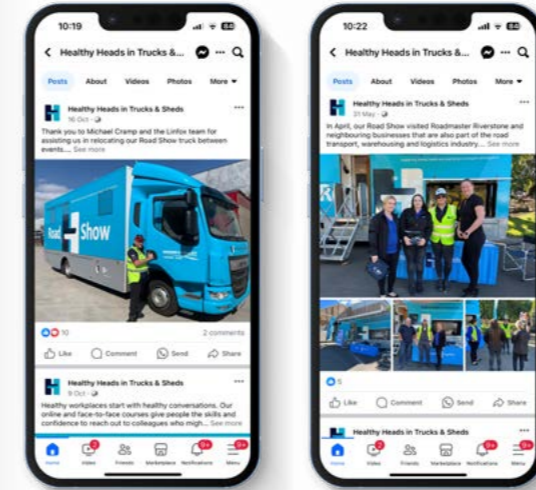
Awareness



Healthy Heads Road Show

The Healthy Heads Road Show is our industry activation vehicle provided by Foundation Partner PACCAR Australia. In 2023, we completed another full event schedule, with the Road Show continuing to be one of our most popular programs.

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 team members on their breaks.



At Road Show events, Healthy Heads team members have a chat over a coffee or a snack linked to our nutrition program with bp. 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.

The reach and demand for the Road Show demonstrates the value of face-to-face engagement as we continue to raise awareness and reduce stigma around mental health.

<p>2,500+</p> <p>Over 2,500 Road Show connections at events</p>	<p>28</p> <p>28 events held across VIC, NSW, QLD, SA, and NT</p>	<p>50+</p> <p>Connection with over 50 businesses</p>
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Testimonials

“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.”

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

“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.”

“I rang Lifeline via your app recently.”
 (The Healthy Heads App is promoted at Road Show events with a QR code to download)



R U OK? in Trucks & Sheds

For the second year in a row, R U OK? and Healthy Heads encouraged workplaces in the road transport, warehousing and logistics industries to get the conversation wheels in motion. Regular and meaningful conversations help us get to know the routines and behaviours of our workmates, which can help us spot the signs that they might not be OK.

R U OK? in Truck & Sheds is an industry-wide initiative to help people feel more connected and supported in their workplace.

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. We also hosted an R U OK? in Trucks & Sheds morning tea at Brisbane Truck Show, 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?".

61
Company Champions led events across their organisations



Social media posts



Animation



Brochures



Posters

EASeL – Multilingual Resources

This year, Healthy Heads 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 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
- Vietnamese
- Punjabi
- Mandarin
- Arabic
- Cantonese
- Filipino
- Sinhalese

Support



Roadmap Planner

This year, Healthy Heads has been working on developing a new resource to assist businesses in the sector to create mentally healthy and safe workplaces. This is called the *Healthy Heads Roadmap Planner* (the Planner). This game-changing resource will support businesses to implement the *National Mental Health and Wellbeing Roadmap* evidence-based framework of Prevention, Protection and Support, along with the Seven Workplace Strategies.

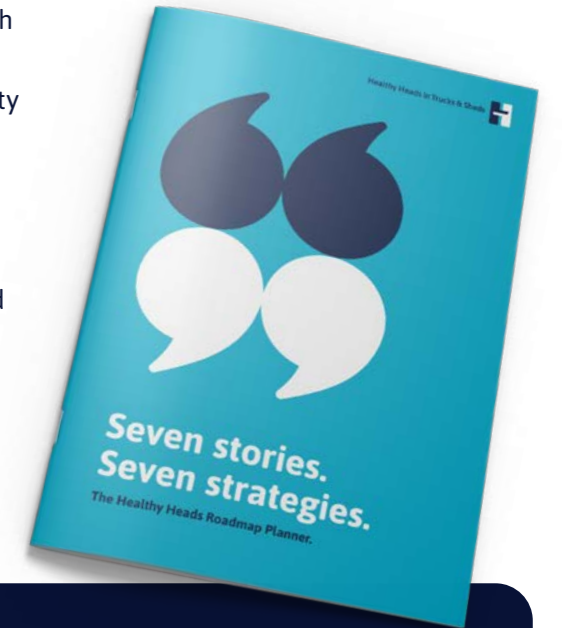
The Planner provides information, recommendations, and guidance, assisting organisations to implement psychosocial safety actions and thus work to apply requirements of the Model Code of Practice: Managing psychosocial hazards at work. It provides information and

recommendations on creating a mentally healthy, safe, and productive working environment.

The Planner includes foundational policies, templates and explanatory narratives, along with example plans.

Ultimately, the Planner helps businesses establish their own Workplace Wellbeing Plan to work towards meeting their work health and safety duty of care. We wanted to ensure that the Planner would be relevant to small family businesses, larger companies, and major corporations alike. That is why 13 different-sized businesses were consulted throughout development, trialling, and providing feedback on the tools and resources within the Planner.

“ It provides information and recommendations on creating a mentally healthy, safe, and productive working environment. ”



Key objectives of the Roadmap Planner

- 1 Using a true-to-life narrative to increase understanding of psychological safety.
- 2 Provide practical guidance to the sector so that businesses and organisations of all sizes can implement their own workplace wellbeing plans.
- 3 Support the industry to work towards meeting the duty of care required in updated legislation related to the management of psychosocial hazards.
- 4 Support the industry to create safe, healthy, and thriving work environments.

Nutrition Program

What we eat influences our brain, mood, and mental health. There is a clear need to provide education and access around healthier choices for all people in the road transport, warehousing and logistics sector.

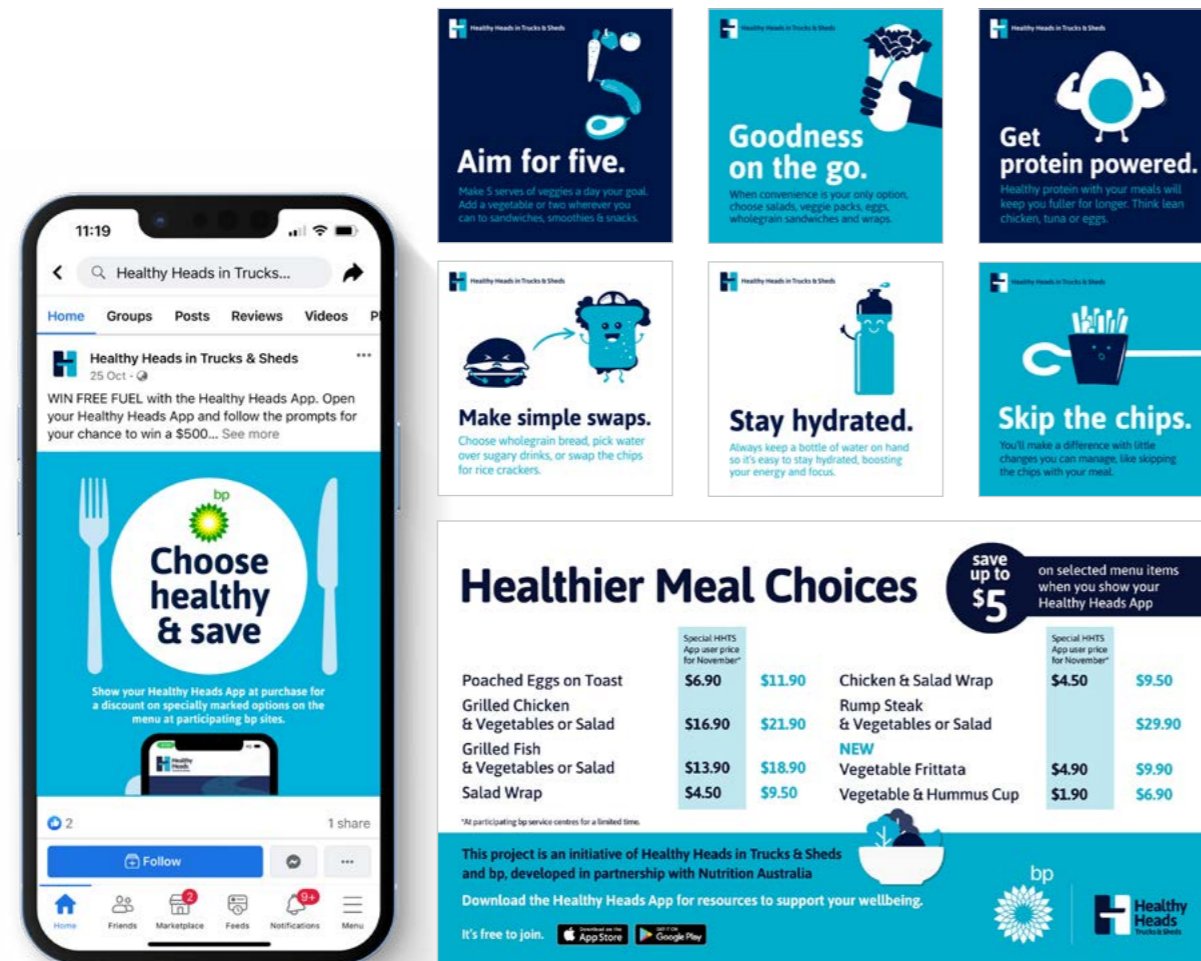
Our Healthier Choices program, in partnership with Foundation Partner bp, offers a Healthier Choices Menu at 31 bp Service Centre locations across the country, via the Healthy Heads App.

This menu has been developed with input from Nutrition Australia, and discounts are applied to meals on a rotating basis. The program continues to gain momentum and positive feedback, with a total of 12,300 meals purchased since it launched in late 2022. 16% of the meals sold from the Healthier Choices Menu were not discounted at the time, meaning even without the financial incentive, people are starting to move towards healthier meal choices.

Key project objectives:

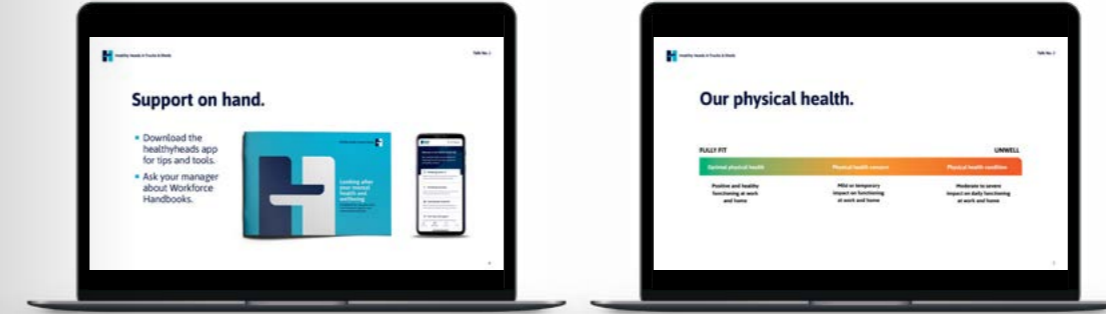
1. Increase awareness of healthy eating through simple and engaging messaging.
2. Increase the purchase of healthy options by providing access and incentives.
3. Encourage longer term healthy eating behaviour change.

The Healthy Heads Nutrition Program has achieved significant outcomes and is now expanding to include a Nutrition in Sheds program utilising pre-prepared food trials.



Testimonial

“ 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! ”



Training

Healthy Heads has tailored eight evidence-based training courses to the road transport, warehousing, and logistics sector.

Training benefits the entire industry and supports our aim to reduce stigma, expand mental health literacy, promote self-awareness, and create supportive cultures. It also increases the capacity and confidence of individuals to support others, encourages help-seeking, and supports early intervention.

The following courses have been piloted by the Healthy Heads Training Working Group and have been made available on the Healthy Heads website:

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



Partnership with St Kilda Football Club

Healthy Heads Foundation Partner NTI generously included Healthy Heads as a beneficiary of their sponsorship of the St Kilda Football Club in 2023.

Healthy Heads has worked with St Kilda Football Club on creating relevant content for workers in the sector for inclusion in the Healthy Heads App and on the website.

Resources include:

- Exercise videos.
- Mental fitness exercises.
- Posters for display in workplaces.

Advocacy



Healthy Heads is dedicated to coordinating a national approach to building safer, healthier, and thriving working environments. To support this goal, we are working to highlight the needs of our sector and provide recommendations to governments, both at state and federal levels, regarding some of the most prevalent issues impacting the wellbeing of people working in our industry.

Heavy Vehicle Rest Areas

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.

Healthy Heads released the Heavy Vehicle Rest Area Scoping Study with TMX this year 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. We want to increase the ability to exercise – and to make this a social activity – on basketball courts, via outdoor exercise equipment, or simply provide a space to go for a walk, sit down, and have a chat. These must provide clean amenities, possibly showers, and suitable safety elements such as good lighting. This will also make it safer for all demographics and especially female drivers.

It is also important to remove stressors related to vehicle maintenance, with rest areas that provide a workshop where minor repairs and maintenance can be completed in a safe environment with parts available for purchase.

As an industry that is ranked 19 out of 19 when it comes to the Superfriend 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.



Parliamentary Friends of Trucks, Trailers, Transport and Logistics Event

In March 2023, Healthy Heads held the inaugural Healthy Heads Parliamentary Friends of Trucks, Trailers, Transport and Logistics Event at Parliament House in Canberra.

Chaired by the Hon Nola Marino MP and Senator Glenn Sterle, this event worked to highlight the sobering mental health statistics in the road transport, warehousing and logistics sector. It also provided a brief on what Healthy Heads is doing to address the issues, proposing a way forward and a call to action for the Federal Government to invest in improved mental health outcomes for industry.

Extremely well-attended by federal politicians and industry representatives, speakers included Healthy Heads Patron, Lindsay Fox AC, as well as truck drivers from Toll, based in the Pilbara who spoke to the issues women face in the sector.

Healthy Heads has a clear and focused agenda following this event. We look forward to continuing to work with governments at all levels to profile the needs of the sector and work together on solutions.



Events & Engagement

Over the past 12 months, we have continued to work closely with industry to be present at events across the country in person, as well as virtually. We have shared updates on our work and raised awareness of industry efforts to improve mental health and wellbeing through the Foundation.

Events Across Australia



Ports Australia Work, Health, and Safety Working Group – Online	14 June 2023
Qube & Healthy Heads Event – Perth	8 June 2023
Healthy Heads Networking Event – Perth	7 June 2023
Transport for NSW Heavy Vehicle Forum – Cooma	25 May 2023
Brisbane Truck Show – Brisbane	18-21 May 2023
Queensland Cement, Concrete and Aggregate Association – Brisbane	18 May 2023
National Bulk Tanker Association Conference – Brisbane	17 May 2023
ALC 2023 Supply Chain Summit – Brisbane	16 May 2023
Commcare Transport Network Forum – Online	10 May 2023
Presentation to Freight Victoria – Melbourne	19 April 2023
Trucking Australia – Sunshine Coast	29-31 March 2023
Bulk Group Charity Golf Day Presentation at Lunch – Melbourne	28 March 2023
Parliamentary Friends of Trucks, Trailers, Transport and Logistics Event – Canberra	27 March 2023
BlueScope Safety Day – Port Kembla	23 November 2022
Heavy Vehicle Safety Forum – Mackay	9 November 2022
Warehousing Summit – Melbourne	4 November 2022
Charter Hall Industrial Conference – Sydney	19 October 2022
NTI Webinar: Mental Health Awareness – Online	18 October 2022
bp / Rampage Morning Tea – Melbourne	13 October 2022
Red Bull/BevChain Health & Wellbeing Day – Sydney	14 September 2022
National Bulk Tankers Association Conference – Melbourne	2 September 2022
Megatrans - Melbourne	26 August 2022
BIG W Supplier Forum – Sydney	23 August 2022
BIG W Supplier Forum – Melbourne	17 August 2022

Our Partners & Supporters

Our Corporate Partners are committed to working closely with us to meet our target ambitions and support the delivery of key projects. With us, they are working to improve mental health and wellbeing outcomes through their ongoing contributions to our industry-for-industry initiative.

Founding Partners

Driven by a common goal, to improve industry outcomes relating to mental health and wellbeing, the Founding Partners of Healthy Heads had the foresight and vision to lead the establishment of Healthy Heads and continue to drive strategy and guide our program of work.



Government Partner

Healthy Heads has received strong support from the National Heavy Vehicle Regulator (NHVR) from its inception, through the organisation itself, as well as via the Heavy Vehicle Safety Initiative (HVSII). Healthy Heads greatly values this industry-regulator partnership.



Corporate Partners

Foundation

Our Foundation Partners support our work through multi-year partnerships. Their ongoing commitment enables us to broaden our reach and impact across the industry.



Principal



Premier



Contributor



Supporter



Associate



We also receive support from many individuals, organisations and industry bodies from within our sector, as well as the mental health sector. These strategic partnerships play a vital role in assisting us in getting our message out, raising awareness of our resources, and supporting us in delivering on our Mission.

Healthy Heads recognises and appreciates the support of all Corporate Partners and Supporters. We look forward to continuing to build strong and lasting relationships as we work together for the common cause of improved mental health and wellbeing right across our sector.

Board & Team



Board of Directors

Paul Graham – Chair
Chief Executive Officer and
Managing Director,
Australia Post

**Mark Parry –
Deputy Chair**
Managing Director, Ron
Finemore Transport

Alan Beacham
Managing Director, Toll

Lachlan Benson
Managing Director
Blue Arcadia

Tony Clark
Chief Executive Officer,
NTI Limited

Geoff Crouch
Executive Director,
Ron Crouch Transport

Belinda Flynn
General Manager, Safety,
Health and Sustainability
Manager, Qube

Jo Hammond
General Manager of Safety,
Health & Wellbeing,
Supply Chain, Coles

Mark Mazurek
Chief Executive Officer,
Linfox

Ben Newton
General Manager
Strategy, Development
& Partnerships,
Primary Connect

Reini Otter
Chief Executive Officer,
Frasers Property Industrial

Paul Ryan
Chair, TEACHO Ltd
Training Education Audit
Compliance Health
Organisation

Patron

Lindsay Fox AC

Working Groups

Healthy Heads has streamlined its Working Group structure of four separate subject groups, by forming one Healthy Heads Industry Working Group (IWG).

The new Healthy Heads IWG provides a forum for information exchange between key industry and mental health and physical wellbeing stakeholders.

The IWG focuses on the initiation and development of resources, programs and projects that aim to support the mental health and wellbeing of people working across the road transport, warehousing and logistics industries.

Team

Naomi Frauenfelder
Chief Executive Officer

Melissa Weller
Director of Industry
Relations & Program
Management

Tania Reid
National Partnerships
Manager

Ben Maguire
Government Relations
Advisor

Kayla O'Brien
Project Coordinator

Julia O'Keefe
Events & Marketing
Manager



Healthy Heads in Trucks & Sheds



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