



**ACT**  
Government

**Canberra Health  
Services**

# **Our commitment to your wellbeing**

**Canberra Health  
Services careers**



**We are committed to providing a physically and mentally healthy workplace.** We have a range of health, safety, financial and physical programs for team members. We also provide support for team members who get injured, as well as programs for managers to help prevent injuries or manage team members' return to work.

Working in health care can be highly demanding and very rewarding. Health care services can create a ‘calling’ for helping people, a strong sense of purpose and the feeling that the work is being appreciated. However, it can be challenging personally and professionally.

As a health service, nothing is more important than your wellbeing. A healthy workforce allows us to deliver care to the highest standard and quality in a timely manner. Team member health and wellbeing is everyone’s responsibility — ours (CHS), yours (team members) and our leaders (managers and executives). You are our number one priority.

## **Team member wellbeing strategy**

Our CHS Wellbeing Strategy 2023 — 2026 (the Strategy) is all about prevention, promotion and support.

We have a dedicated ‘support for staff’ page on our intranet where you will find a copy of the Strategy, as well as a wide range of useful resources to support your health and wellbeing.

The Strategy was developed using evidence from health care specific research. It was co-designed with, and recognises the changing needs of, CHS team members. It outlines our commitment to invest in team member health and wellbeing as a priority, to ensure you have the support you need to deliver exceptional care.

## **Employee Assistance Program (EAP)**

Our EAP offers short term, solution focussed, confidential counselling and wellbeing support for ACT Government team members and their immediate families to deal with challenges in their personal and or work lives. We encourage our team members to seek help early.

There's more information on the intranet.

Counselling can be delivered via:

- telephone
- online
- in person
- onsite — at Canberra Hospital, North Canberra Hospital & University of Canberra Hospital.

Our EAP counsellors are well trained and qualified to work with a diverse range of people, but if you would feel more comfortable you can request that your counsellor be male, female or in some other way representative of you. EAP offers specialist support lines for:

- youth and students
- spiritual and pastoral
- LGBTQIA+
- First Nations
- elderly persons care
- disability & carers
- domestic & family violence.

## **Your personal and confidential Wellbeing Index App**

When you join CHS, you will have access to a personal and confidential Wellbeing Index App - a new team member benefit.

The app provides a fast, easy way to measure your wellbeing over time. It assesses how you're travelling and offers supportive CHS specific and national wellbeing resources based on your answers. It only takes a few minutes to complete and you can choose to do it on a monthly or quarterly basis.

By downloading the app, you'll also help ensure CHS continues to be a great place to work. 'How?' we hear you ask.

The anonymous, de-identified data means more targeted and effective support for all team members' wellbeing. It allows us to address any issues at an organisational level and offer tailored support for different professional groups.

## **Wellbeing events**

We have an annual calendar of wellbeing events to help support your health and wellbeing. These include our biennial Wellbeing Expos, which take place in most of our facilities. Pick up your Wellbeing Passport on the day, visit all stalls to have the passport stamped for your chance to win a prize.

We also have a wide range of wellbeing workshops, including:

- compassion fatigue
- conflict resolution
- accidental counsellor
- psychological first aid.

## Quiet spaces

Recognising the need for team members to rest and recharge while at work, there are several spaces across CHS to use for quiet contemplation, rest, recharge, reflection, meditation or prayer.

We also offer dedicated breastfeeding rooms across CHS and are an accredited Best Practice Breastfeeding Friendly Workplace.

### Acknowledgement of Country







Canberra Health Services acknowledges the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and contribution to the life of this region.



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