Monash Care

The Mental Health and Wellbeing Strategy for Monash Doctors

Creating an actively-caring work environment so no Monash Doctor struggles in silence
The compelling case for action

Key findings from the National Mental Health Survey of Doctors and Medical Students, conducted by beyondblue in 2013:

- Doctors reported substantially higher rates of psychological distress and attempted suicide compared to both the Australian population and other Australian professionals
- Young doctors and female doctors appeared to have higher levels of general and specific mental health problems and reported greater work stress
- The general work experience for Australian doctors is stressful and demanding
- Stigmatising attitudes regarding the performance of doctors with mental health conditions persist.

Our medical staff

Monash Health is the largest employer of medical staff in Victoria. We employ more than 2200 doctors. Many of our staff are in the high risk groups identified in the survey.

Monash Care

In response to the findings of the Mental Health Survey, Monash Health has developed Monash Care - the Mental Health and Wellbeing Strategy for Monash Doctors.

This strategy has been endorsed by the Monash Health Board of Directors, Executive Management Team and Senior Medical Staff Association.

This strategy is endorsed by

Barbara Yeoh
Chair, Monash Health on behalf of the Board of Directors

Shelly Park
Chief Executive Monash Health

Prof Erwin Loh
Chief Medical Officer Monash Health

Prof Barbara Workman
Chair, Senior Medical Staff Association Monash Health
A snapshot of our strategy

Monash Care - the Mental Health and Wellbeing Strategy for Monash Doctors

Vision  
An actively-caring work environment enabling outstanding care and exceptional outcomes

Purpose  
No Monash Doctor will struggle in silence

Principles  
Leadership and commitment  
Knowledge and capacity  
Shared responsibility  
People and partnerships

Our goals

There is widespread awareness of mental health and wellbeing amongst medical staff

We create a caring and supportive culture that prevents psychological distress in the workplace

We support doctors with identified mental illness

We build strategic partnerships to achieve workplace wellbeing

We support research to improve our understanding of workplace wellbeing
Where to go for help

Our programs

Junior Medical Staff Peer Support Program
Provides support and assistance to doctors in distress by trained peers in a confidential and safe environment. Visit www.monashdoctors.com/jms-peer-support-program for more information.

Monash Doctors Wellbeing Officer
The Monash Doctors Wellbeing Officer acts as an advocate for our junior medical staff and is an important contact for those JMS who may be experiencing workplace or other stressors. The Wellbeing Officer will also raise the profile of the importance of mental health and wellbeing for all Monash Doctors by working closely with those JMS who need support. Visit www.monashdoctors.com/wellbeing-officer for more information.

Perinatal Support Program
Raises awareness about perinatal emotional and mental health and provides support to male and female doctors to manage the demands of work and life during the perinatal period. Visit www.monashdoctors.com/perinatal-support for more information.

Intern Mentoring Program
To help navigate the exciting, yet at times confronting, transition from medical student to junior doctor is the Monash Doctors Intern Mentoring Program. Our intern mentors are volunteers from the senior medical staff at Monash Health. They take a special interest in the professional development of a junior doctor and provide guidance & support. Visit www.monashdoctors.com/intern-mentoring for more information.

Women in Medicine
The Women in Medicine initiative includes a range of strategies aiming to build a culture of equal opportunity for all at Monash Health. This includes a training and support program. The initiative focuses on career planning, leadership, coaching and mentoring opportunities for women in medicine as well as strategies to change culture and to increase leadership opportunities. Visit www.monashdoctors.com/women-in-medicine for more information.

Junior Medical Staff Advisory Committee (JMSAC)
The JMSAC has been established with the purpose of promoting the interests of JMS within Monash Health and ensuring they have ongoing and substantive input into organisational matters affecting their welfare, clinical work, education and training. JMSAC will aim to facilitate, encourage and improve communication between JMS and other professional and management groups within Monash Health. Visit www.monashdoctors.com/jms-advisory-committee for more information.

Internal supports

Monash Doctors Wellbeing Officer
e: rosemary.mckemmish@monashhealth.org
p: 9594 2750   m: 0427 409 310

Monash Doctors Workforce 9594 2750
e: medsupport@monashhealth.org

Medical Education Officers 9594 3742
e: mededucation@monashhealth.org

Director Medical Services
e: anjali.dhulia@monashhealth.org
e: tony.kambourakis@monashhealth.org

Human Resources Advice Line 9265 2786

People Assist Program 1300 687 327

Supported by

AMA
beyondblue
Converge
MONASH University

External supports

Victorian Doctors Health Program 9495 6011
beyondblue Help Line 1300 224 636
Lifeline 131 114
AMA Peer Support Program 1300 853 338