

Metro North Staff Wellbeing Framework



Staff are defined as distressed if they rate themselves between -5 and -1, surviving if they rate themselves between -1 and +1, and thriving if they rate themselves between +1 and +5. There is the potential for staff to rate their team/workplace, leader and organisation in a similar manner.

KEY PRINCIPLES

- 1 | Start where people are
- 2 | Move people to the right (one point)
- 3 | System is dynamic



What is the Staff Wellbeing Framework?

The Metro North Staff Wellbeing Framework supports you to reflect on your own wellbeing across **five key areas**. It recognises that your wellbeing changes over time and can look different across each domain and also different for different people.

This framework is designed to be a **reflection and conversation tool**, not a test or diagnosis.

The Five Wellbeing Domains

Take a moment to reflect on where you currently sit in each area and mark this on the above form this will give you a visual of your current status using the scale below:

- **Mental wellbeing** – thoughts, emotions, stress and coping
- **Social wellbeing** – relationships, connection and support
- **Physical wellbeing** – energy, health, rest and movement
- **Financial wellbeing** – financial security and money-related stress
- **Workplace wellbeing** – workload, role clarity, purpose and meaning, support and safety

Understanding the Wellbeing Scale

Each domain sits on a continuum from **-5 to +5**:

- **Distressed (-5 to -2)**
Significant or ongoing challenges that may impact health or work.
- **Surviving (-1 to +1)**
Coping day-to-day, often under pressure. A common place to be during busy or demanding periods.
- **Thriving (+3 to +5)**
Feeling well, supported and engaged. Energy and wellbeing feel sustainable.

It is normal to be at different points across different domains. There is no expectation to be thriving in all areas all the time. It is also normal for changes to occur on a daily basis.

How to Use the Framework

You can use this framework to:

- Check in with yourself regularly
- Identify early signs of stress or fatigue
- Guide conversations with your manager or team (if you choose)
- Guide you to areas you would like to make improvements in
- Decide where small changes or getting support may help most

You are not required to share your reflections unless you want to.

What If I'm Feeling Distressed?

If you notice you are moving towards, or sitting in, distress:

- You are encouraged to seek support early
- Talk with your manager, a trusted colleague, or a wellbeing contact
- Contact Staff Psychology if it is a work related matter or if you are unsure where to reach out to
- Access available supports such as the Employee Assistance Program (EAP)
- Remember: asking for support is a strength, not a failure

A Shared Responsibility

- **You** are encouraged to care for your own wellbeing and seek support when needed
- **Teams** play a role in looking out for one another
- **Leaders and Metro North** are committed to creating safe, supportive and sustainable workplaces

Staff wellbeing supports safe, high-quality care — for our patients and for each other.