

# Your wellbeing matters.

## Schools thrive when principals thrive



|                                        | PROACTIVE                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                     | RESPONSIVE                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                  |
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| Service                                | Principal Mentor Program                                                                                                                                                                                                 | Proactive Wellbeing Support                                                                                                                                                                                                                                                                                                   | Peer Group Support Program                                                                                                                                                                                                                                                | Principal Health Checks                                                                                                                                                                                             | Complex Matter Support Team                                                                                                                                                                                                                            | Early Intervention Program                                                                                                                                                                                                                                                           | Return to Work and Recovery Program                                                                                                                                                                                                                                                                              |
| <b>What is it?</b>                     | <ul style="list-style-type: none"> <li>+ On-demand access to experienced principal mentors trained in psychological first aid.</li> <li>+ Up to 12 hours mentoring per year.</li> <li>+ Partially subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Partners principals with a clinician-coach to build strategies for workload, staffing pressure and difficult conversations.</li> <li>+ Four sessions per year.</li> <li>+ New and acting principals can register through their welcome pack.</li> <li>+ Fully subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Guided reflection sessions with colleagues.</li> <li>+ Independent provider.</li> <li>+ Groups of 6–8.</li> <li>+ Two to three sessions per term.</li> <li>+ Format chosen by the group.</li> <li>+ Fully subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Access to physical and mental health checks delivered by an independent provider.</li> <li>+ Includes a detailed wellbeing report.</li> <li>+ Fully subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Lead professional works with department areas to coordinate advice, draft responses and support principals dealing with persistent or complex written correspondence.</li> <li>+ Fully subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Support for illness, injury or emerging health concerns.</li> <li>+ Includes case management and access to allied health such as psychology, physical therapies, dietetics and exercise physiology.</li> <li>+ Fully subsidised.</li> </ul> | <ul style="list-style-type: none"> <li>+ Support for injured workers to return to work safely and sustainably.</li> <li>+ The program manages all administrative and legislative requirements, and coordinates planning on behalf of the principal or workplace manager.</li> <li>+ Fully subsidised.</li> </ul> |
| <b>How will it benefit principals?</b> | <ul style="list-style-type: none"> <li>+ Reduces isolation.</li> <li>+ Provides practical support from highly skilled retired principals.</li> </ul>                                                                     | <ul style="list-style-type: none"> <li>+ Provides tailored advice.</li> <li>+ Helps develop and maintain a personal wellbeing plan.</li> <li>+ Includes a wellbeing report identifying strengths and risks.</li> </ul>                                                                                                        | <ul style="list-style-type: none"> <li>+ Creates a safe space to reflect on practice and wellbeing.</li> <li>+ Draws on peer experience to develop strategies.</li> </ul>                                                                                                 | <ul style="list-style-type: none"> <li>+ Gives expert health and lifestyle advice.</li> <li>+ Provides referrals to allied health services.</li> </ul>                                                              | <ul style="list-style-type: none"> <li>+ Reduces workload. Improves consistency and quality in complex matters.</li> </ul>                                                                                                                             | <ul style="list-style-type: none"> <li>+ Provides holistic support to address early warning signs and ongoing health needs.</li> <li>+ Offers choice of allied health providers.</li> </ul>                                                                                          | <ul style="list-style-type: none"> <li>+ Reduces administrative load.</li> <li>+ Ensures compliance with workers compensation requirements.</li> <li>+ Improves return-to-work outcomes and supports staff throughout recovery.</li> </ul>                                                                       |
| <b>Who can access this?</b>            | School principals, including acting.                                                                                                                                                                                     | All principal class, including acting.                                                                                                                                                                                                                                                                                        | All principal class, including acting and liaison.                                                                                                                                                                                                                        | All principal class, including acting.                                                                                                                                                                              | All principal class, including acting.                                                                                                                                                                                                                 | All principal class and school staff working in specialist school settings and small schools.                                                                                                                                                                                        | All principal class, including acting.                                                                                                                                                                                                                                                                           |
| <b>Contact</b>                         | 7022 1826                                                                                                                                                                                                                | 1300 326 941<br>Book a session through the <a href="#">online booking portal</a> , using the organisational code: DEWELLBEING                                                                                                                                                                                                 | <a href="mailto:Peer.Group.Support@education.vic.gov.au">Peer.Group.Support@education.vic.gov.au</a>                                                                                                                                                                      | 1300 307 418<br>(select option 6)                                                                                                                                                                                   | 7022 1201                                                                                                                                                                                                                                              | 1300 090 924                                                                                                                                                                                                                                                                         | <a href="mailto:rtwc.team@education.vic.gov.au">rtwc.team@education.vic.gov.au</a>                                                                                                                                                                                                                               |



To learn more about each of these services, please visit the [Principal Health and Wellbeing Supports](#) page.

## Building on existing initiatives and supports for principals

### Principal Support Unit (PSU)

Expert advice and support on complex HR and workforce issues. Includes school visits and ongoing confidential guidance. Workshops address common wellbeing challenges.

Jonelle White **0402 436 330**  
Christina Ridge **0414 872 840**

### Employee Wellbeing Support Services

Free, confidential wellbeing support with eight service streams and six specialist helplines.

#### Manager Support

Coaching for people managers on staff wellbeing, difficult conversations, change, and leadership capability.

Phone: **1300 291 071**  
Online: [Converge portal](#)  
(code: mywellbeing)

### Conflict Resolution Support Service

Support to resolve workplace conflict constructively.

Phone: **1300 687 633**  
Email: [consulting@convergeintl.com.au](mailto:consulting@convergeintl.com.au)

### Medical Advisory Service

Advice for managing employees with physical or psychological health concerns impacting work

Phone: **1300 307 418**  
Email: [det.inbox@maxsolutions.com.au](mailto:det.inbox@maxsolutions.com.au)

### Wellbeing support for staff following a critical incident

Psychological first aid following serious or traumatic events. Onsite, virtual or phone support. EWRT assists with coordination.

Converge: **1300 291 071** (option 1)  
Email: [employee.wellbeing.response.team@education.vic.gov.au](mailto:employee.wellbeing.response.team@education.vic.gov.au)

### Principals' Page

Central point for resources, updates and links to all services listed above.