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New report highlights why health workforce wellbeing matters for safe, sustainable health care

Gippsland Primary Health Network (Gippsland PHN) has released a new Health Insights paper highlighting why supporting health care workforce wellbeing is essential to safe, high-quality and sustainable care for Gippsland communities.

Health Insights: Improving Health Workforce Wellbeing brings together local and national data, as well as insights from Gippsland PHN engagement, to better understand workforce pressures and identify opportunities to strengthen workforce wellbeing, retention and sustainability.

The paper reinforces that workforce wellbeing is one of the five dimensions of the Institute for Healthcare Improvement's Quintuple Aim and is directly linked to patient safety, care quality, workforce retention and organisational sustainability.

Key insights include:

- More than 82% of health professional occupations were identified as being in shortage nationally
- 38% of health professionals considered leaving the rural workforce in the past year
- The top reported recruitment challenges in rural areas were suitable accommodation (67%), relocation costs (55%) and childcare availability (51%)
- Health Care and Social Assistance accounted for 19.5% of Gippsland's workforce in November 2025, up from 16.4% in November 2024
- In December 2025, top online job advertisements in Gippsland included registered nurses at 114, aged and disability carers at 66, and general practitioners and resident medical officers at 61

Gippsland PHN Chief Executive Officer Amanda Proposch said the paper showed that workforce wellbeing must be understood as a system issue, not just an individual responsibility.

"When health care workers are supported, patients, services and communities benefit," Ms Proposch said.

“Improving workforce wellbeing is about creating the workplace and system conditions health care workers need to do their best work.”

“The paper focuses on what can be done, including reducing unnecessary administrative burden, supporting strong teams, investing in digital systems that support clinicians, growing compassionate leadership and improving employment conditions.”

Ms Proposch said Gippsland PHN was working with service providers and partners to strengthen and support the primary health care workforce across the region.

“This includes scholarships and training pathways, innovative workforce models, workforce wellbeing monitoring in provider agreements, support for provider networks and continued work to strengthen multidisciplinary care,” she said.

Read *Health Insights: Improving Health Workforce Wellbeing* on the [Gippsland PHN website](#).

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