



CRANApus CONFERENCE 2026

WELCOME.

Liam Felloni

Team Leader - Hospitals &
Remote Care, E4 People



Know Your Why:

**Supporting Nurse &
Midwife Wellbeing From a
non-clinical perspective
Across Australia's Most
Challenging Environments**

 Know Your Why

 Pre-Placement

 Peri-Placement

 Post-Placement

WHAT WE'LL COVER TODAY

A 15-minute perspective from the other side of the recruitment desk.

01

**The Person
Behind the
Unifom**

02

**Know
Your Why**

03

**Pre-
Placement
Preparation**

04

**Peri-
Placement
Survival**

05

**Post-
Placement
Reset**

15 minutes • Practical advice • Something you can use tomorrow

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4 Years

Healthcare recruitment experience

Additional Context:

Mum is a nurse from the UK -
"Wellbeing is personal to me"

WHAT I HAVE DONE IN THE INDUSTRY:



e4 PEOPLE **CRANA+ plus**

HOW TO THRIVE AS A RURAL & REMOTE NURSE

Wellbeing and Practical Tools

This free webinar is brought to you by E4 People - Corporate members of CRANA, working together to bring an informative session.

10am AEST/11am AEDT • Thursday 4 December



Laura Berry
CRANaplus Mental Health and Wellbeing Educator

Josh Stafford
CRANaplus Board Member and Director of Nursing for Lock

Liam Felloni
Team Leader, Hospitals & Remote Care, E4 People

Collaborated with CRANaplus



Aaditya Chavda
John Camm
Liam Felloni
Michael Higgins
Mohammed Samsam

Nominated for Staffing Professional of the year

KNOW YOUR WHY

Before you pack your bag - before you sign anything - you need to be clear on why you're going.

Purpose



Adventure



Financial



THE FRAMEWORK:

Your why moves through all three stages.

01

Pre-placement (Preperation)

- ◆ Write your why on paper
- ◆ Have the conversation at home
- ◆ Identify your support anchor

02

Peri-Placement (Support on the Ground)

- ◆ Stay connected outside work
- ◆ Protect your rhythms
- ◆ Debrief early don't wait

03

Post-Placement (The Reset)

- ◆ Normalise the pause
- ◆ Reflect honestly on what you need
- ◆ Revisit your why; it may change

BEFORE YOU GO: YOUR CHECKLIST

01

Write down your why

02

Have the conversation at home

03

Research the community

04

Identify your Support Anchor

05

Plan your reset routines

06

Don't wait for a crisis

STAGE 2 – PERI-PLACEMENT

YOU'RE ON THE GROUND. NOW WHAT?

The real challenges aren't clinical. They're the isolation, the fatigue, and being the new person - again and again.



**Stay
Connected**



**Protect
Your
Rhythms**



**Move
Every Day**



**Set Clear
Boundaries**



**Debrief
Early**

Meet Michelle

Remote Area Nurse & Ultra Runner

Michelle has built strong relationships across her contracts, bringing experience, consistency and a great attitude to every team she supports.



Hello, my name is
Michelle Boffey and I'm
a nurse working

STAGE 03 – POST-PLACEMENT

THE MOST OVERLOOKED STAGE.

The contract ends. But the weight doesn't always.

THE PATTERN WE SEE

Contract ends - "Where next?" begins immediately

Fatigue and mental load not acknowledged

Unprocessed experiences carry into the next contract

Over time, burnout builds silently

NORMALISE THE PAUSE

- ✓ Take time - even briefly - before the next contract
- ✓ Reflect: What worked? What was hard? What do I need?
- ✓ Talk to someone - a colleague, a professional, your consultant
- ✓ Revisit your Why. Is it still the same? Has it evolved?

YOU'RE NOT ALONE OUT THERE.

Know your support options before you need them - not when you're already struggling.

CRANaplus
Bush Crisis Line

1 800 805 391

24/7 — Free — Confidential



E4 People Check-ins

How you going?

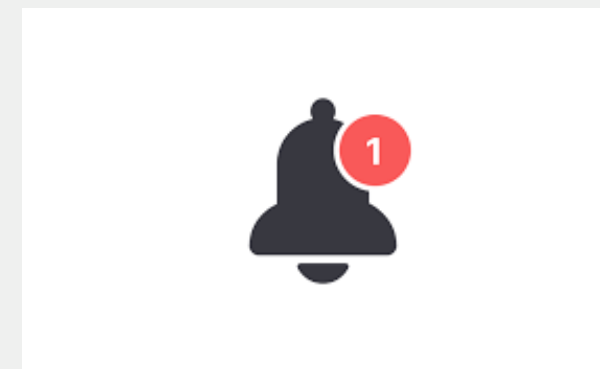
welfare check-in



Payroll Hours
Safety Flag

Built-in

E4 People Safeguard



Your Consultant

Find a good one

Neutral Support



ANY QUESTIONS?

ORGANISATION E4 People - Hospitals & Remote Care Division

:



E4 People · Connecting care confidently. Caring for Australia's Rural & Remote nursing workforce

THANK YOU

Connect With E4 People

ORGANISATION E4 People - Hospitals & Remote Care Division

:

Scan the QR code to enter for your chance to win.

Travel to your next contract in style with E4 People.



E4 People · Connecting care confidently. Caring for Australia's Rural & Remote nursing workforce