

# Making the connection about mental health

Construction Leadership Council Meeting

14 March, 2019

# Facts and figures

# MENtal health in construction



1 in 6

people in construction have been diagnosed with a common mental health condition.



23%

of people in construction are considering leaving the industry in the next 12 months.



20%

of adolescents will have a mental health condition when they join the industry.



89%

will not disclose to their employer that they are struggling with mental illness.



85%

of construction workers feel that mental health is poorly dealt with in the workplace.

- Social media
- Increasing state pension age

# What's different for construction than other industries?

- Mixed demographic and mixed needs
- Working away from home
- Fatigue
- Recent changes to the CSCS card

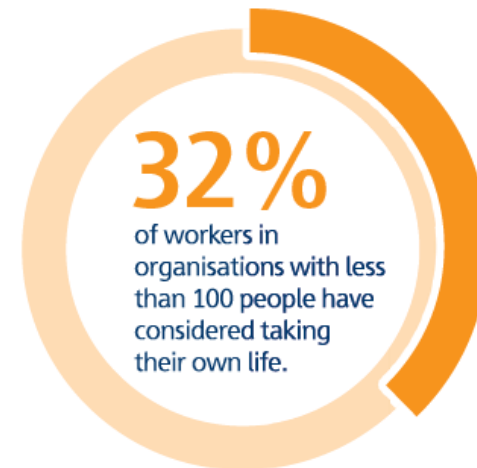
## Suicide in the construction industry



Suicide is the leading cause of early death in men between 15 and 49.



Workers in the construction industry are **3x** more likely to commit suicide than in other professions.



Construction workers are **6x** more likely to commit suicide than die from work-related incidents.

# So what is the impact?

## The cost of mental illness

Our workers' wellbeing is our priority, but to put the financial implications into context, the UK economy loses:



At least  
**15 million**  
sick days per year  
due to stress, anxiety  
and depression.

Which equals over  
**£7 billion**  
a year.



# What's been happening?

## Sector interest

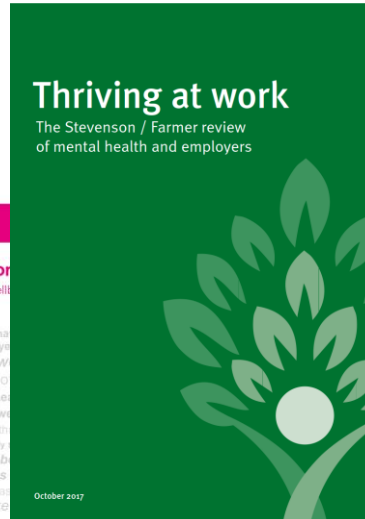


**BuildingMentalHealth.net**  
Time to CHANGE... Time to TALK.



**Construction Industry Helpline**  
0345 605 1956  
www.constructionindustryhelpline.com

## Research



**BUSINESS IN THE COMMUNITY**  
**Mental Health at Work**  
National Employee Mental Wellbeing Survey Findings 2017

Three out of five employees have health issues in the past year. A pervasive culture of work. Employers more aware of mental health and wellbeing. More support at work. Less stigma. Embed mental health and wellbeing in the workplace. Workplaces that support mental health and wellbeing. Younger employees more likely to see employee wellbeing as a business priority. A sense of urgency about mental health and wellbeing is transcending the business. Grounds for optimism. Take action. Empower line managers and support employees. Talk, train and take action. Employers and employees must work together to resolve our mental health crisis. Now is the time to end the disconnect.

Safety partner: **YouGov**  
Headline sponsor: **MERCER** MAKE TOMORROW, TODAY.

Article:  
**Suicide by occupation, England: 2011 to 2015**  
Analysis of deaths from suicide in different occupational groups for people aged 20 to 64 years, based on deaths registered in England between 2011 and 2015.

## Regulatory debate



**DEBATE PACK**  
Number CDP-0281, 14 January 2019

### Mental health first aid in the workplace

By Thomas Powell  
Alexander Bellis

#### Summary

On 17 January 2019, there will be a Backbench Business debate on a motion regarding mental health first aid in the workplace. This debate will take place in the Commons Chamber.

The Conservative Government under Theresa May has made commitments to spread the use of mental health first aid (MHFA) in schools and amongst the wider population. There have been calls to make MHFA mandatory in the workplace. Although not obligatory, the Health and Safety Executive's First Aid guidance was updated in November 2018 to encourage employers to think about their employees' mental health and wellbeing needs.

#### MENTAL HEALTH

### HSE publishes first aid guidance on mental health

The Health and Safety Executive (HSE) has published updated guidance to help employers support staff experiencing a mental health issue.

The House of Commons Library prepares a briefing in hard copy and/or online for most non-legislative debates in the Chamber and Westminster Hall other than half-hour debates. Debate Packs are produced quickly after the announcement of parliamentary business. They are intended to provide a summary or overview of the issue being debated and identify relevant briefings and useful documents, including press and parliamentary material. More detailed briefing can be prepared for Members on request to the Library.

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# Skanska's approach to mental wellbeing

# Making the connection about mental health



“ We’re making good progress in changing people’s perceptions around mental health and also seeing people talk more openly than ever before, which is really encouraging.

Gregor Craig, President and CEO

## Why are we doing this?

- 57% have experienced mental health issues\*
- 25% have considered taking their own life\*
- 63% did not tell their employer that the reason for their absence was mental health\*

\*Respondents to Construction News survey – June 2018



### Individuals

- One-to-one support
- Access to resources
- Group-based activities



### Managers

- Upskilling training
- Clear policies

## What are the benefits?

- Delivering operational excellence through reduced absence and improved productivity
- Assisting market making as a differentiator in bids
- Maintaining great people through improved retention and diversity rates



### Skanska UK

- Understanding and driving mental health and wellbeing
- Focussed investment in dedicated resources



### UK-wide industry

- Leading
- Informing
- Educating
- Changing perceptions

**1 Leadership**

- CEO commitment
- Time to Change sign-up
- First construction company to join National Suicide Prevention Alliance (NSPA)

**2 Building Capability**

- 75% of line managers to have MH Lite training by 2020
- Providing mental health workshops to supply chain
- Mental health upskilling for line managers

**3 Employee voice**

- Regular Tea and Talk events
- Over 300 Mental Health Ambassadors
- Mental Health and Wellbeing pages
- Annual IFE Stand-up on mental health

**4 Resources and signposting**

- Fundraising for LightHouse Club charity
- Making the Connection resource cards
- Mental Health and Wellbeing policy
- Out of the Blue support pack
- EAP access for all employees
- Suicide awareness training






# What's been happening in Skanska UK?

**SKANSKA**

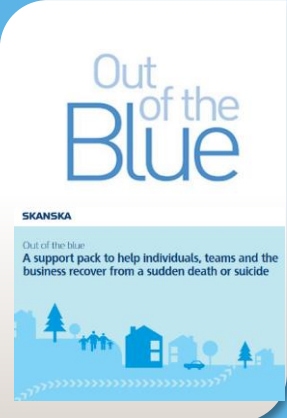
**UK IFE Stand-up**  
12<sup>th</sup> September 2016

1<sup>st</sup> IFE stand up on mental health


332 Mental Health Ambassadors




Ambassador network



274 trained in suicide awareness




1305 employees mental health lite trained



MHFA England

Upskilling for line managers




*“.....he explained to me that he was ‘close to the edge’ and then he pulled out the green ‘making the connection’ card and said that he had used the information on the card and got himself some help – he currently he is in therapy”*  
**Feedback from a MHA about a conversation with a contractor**

Any other comments... *BRILLIANT COURSE AND VERY WYE OPENING*

Any other comments  
*fantastic workshop + great engagement. well done to Skanska to striving for change within our industry*

Delivering half day MH workshops to the supply chain



**So what can you do?**



Is it part of your culture?

## Skanska Values



# What can you be doing?

Based upon Stevenson/Farmer recommendations

	Core Standards	Practical examples
1	Produce, implement and communicate a mental health at work plan	<ul style="list-style-type: none"> <li>Set out your mental wellbeing plans for next 1-5 years with your organisation</li> </ul>
2	Develop mental health awareness among employees	<ul style="list-style-type: none"> <li>Deploy a mental health awareness briefing for all employees</li> <li>Train up mental health first aiders</li> <li>Provide e-tools such as a mental wellbeing information page</li> </ul>
3	Encourage open conversations about mental health and the support available when employees are struggling	<ul style="list-style-type: none"> <li>Support national awareness days like time to Talk</li> <li>Reasonable Adjustments, where needed and requested</li> <li>Introduce an EAP service or promote free Construction industry Helpline</li> </ul>
4	Provide your employees with good working conditions	<ul style="list-style-type: none"> <li>Healthy work-life balance</li> <li>Access to nutritionally balanced food, free drinking water</li> <li>Opportunities to develop</li> </ul>
5	Promote effective people management	<ul style="list-style-type: none"> <li>Make the question “How are you?” part of your conversation</li> <li>Managers give constructive and regular feedback to employees</li> <li>Line manager upskilling in effective return to work conversations and mental health awareness</li> </ul>
6	Routinely monitor employee mental health and wellbeing	<ul style="list-style-type: none"> <li>Adoption of workplace mental health indicators in employee/climate surveys</li> <li>Use external surveys to calibrate your internal data eg. Britain’s Healthiest workplace survey, MIND Index</li> </ul>

# Enhanced standards for organisations with > 500 employees

	Enhanced standards	
1	Increase transparency and accountability through internal & external reporting	<ul style="list-style-type: none"> <li>• CEO to sign the 'Time to Change' pledge</li> <li>• Leaders trained are mental health literate and understand their role in creating a positive workplace</li> <li>• Set out your plans for mental wellbeing and leadership commitment</li> </ul>
2	Demonstrate accountability	<ul style="list-style-type: none"> <li>• Nominate member of the Senior Leadership team to sponsor and report to Board level progress</li> </ul>
3	Improve the disclosure process	<ul style="list-style-type: none"> <li>• Ensure your pre and on-boarding information support disclosure</li> <li>• Ensure all managers are equipped/trained to respond appropriately</li> </ul>
4	Ensure provision of tailored in-house mental health support and signposting for clinical help	<ul style="list-style-type: none"> <li>• OH service in place for management referrals when employees struggling in the workplace and/or absent</li> <li>• EAP provision/construction industry helpline</li> </ul>