

Keep calm and carry on

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Wellbeing is a management issue

Construction has changed from being an industry with a reputation for killing people, to an industry where people kill themselves.

The suicide rate amongst unskilled young male workers is 3.7 times higher than the national average.

Review of reviews (Latham, Egan etc) by Andrew Wolstenholme concludes focus is on process not people.

Mental health

“A state of wellbeing in which the individual realises their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and are able to make a contribution to their community.”

World Health Organisation

Dirty, dangerous and dominated

In an industry where macho attitudes prevail, it can be difficult for men to speak up about stress, illness and bad practice.

Making the industry fit for women, helps men too. Increasing gender diversity benefits everyone.

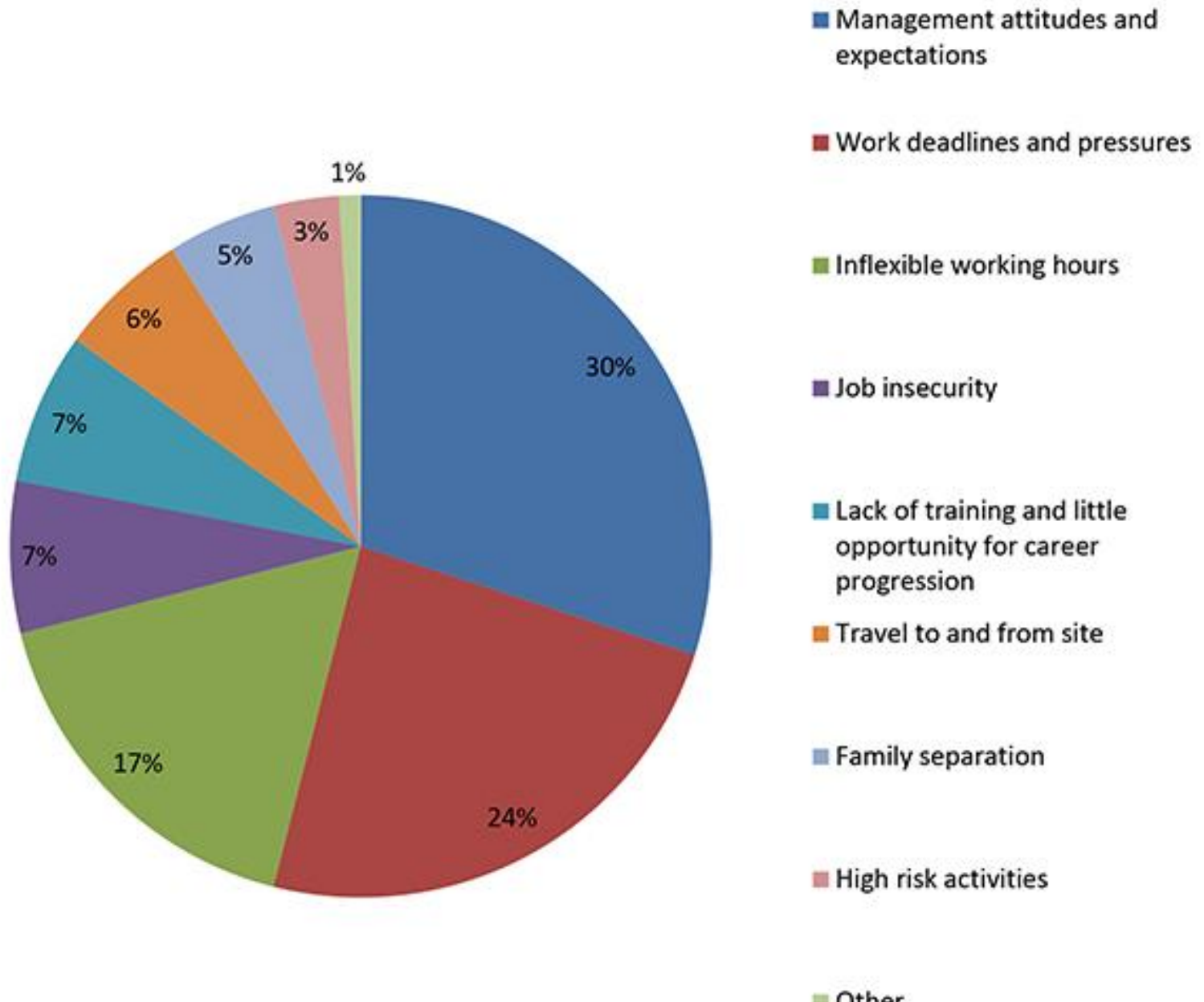
The human element

“When people managers concentrate on technical delivery they may fail to do their jobs of managing people. More females would help us get better answers, but also better results. ”

Paul Hodgkinson

Chairman, Simons Group Ltd

Biggest impact on mental health in the workplace



Porky pies

“Stress has forced 1 in 5 workers to call in sick; 90% did not feel able to tell their boss the real reason why.”

Considerate Constructors Scheme

Tipping point

Lack of work development	61%
Lack of recognition	57%
Job satisfaction	44%
Salary in general	39%
Work/life balance	26%
Pay gap	26%

Things to do (1)

Mentoring – *helps people recognise and deal with stress and challenge*

Critical friends – *NEDs can identify culture and behaviour issues (especially if not accountants!)*

Unconscious Bias training – *helps managers to deal with tricky topics*

Things to do (2)

Constructive feedback training – *both giving and receiving*

Agile working – *move from 24/7 culture and find better ways of working*

Creative breaks – *not just gym membership, swap one keyboard for another with lunchtime concerts.*