

2021 Fellowship Project

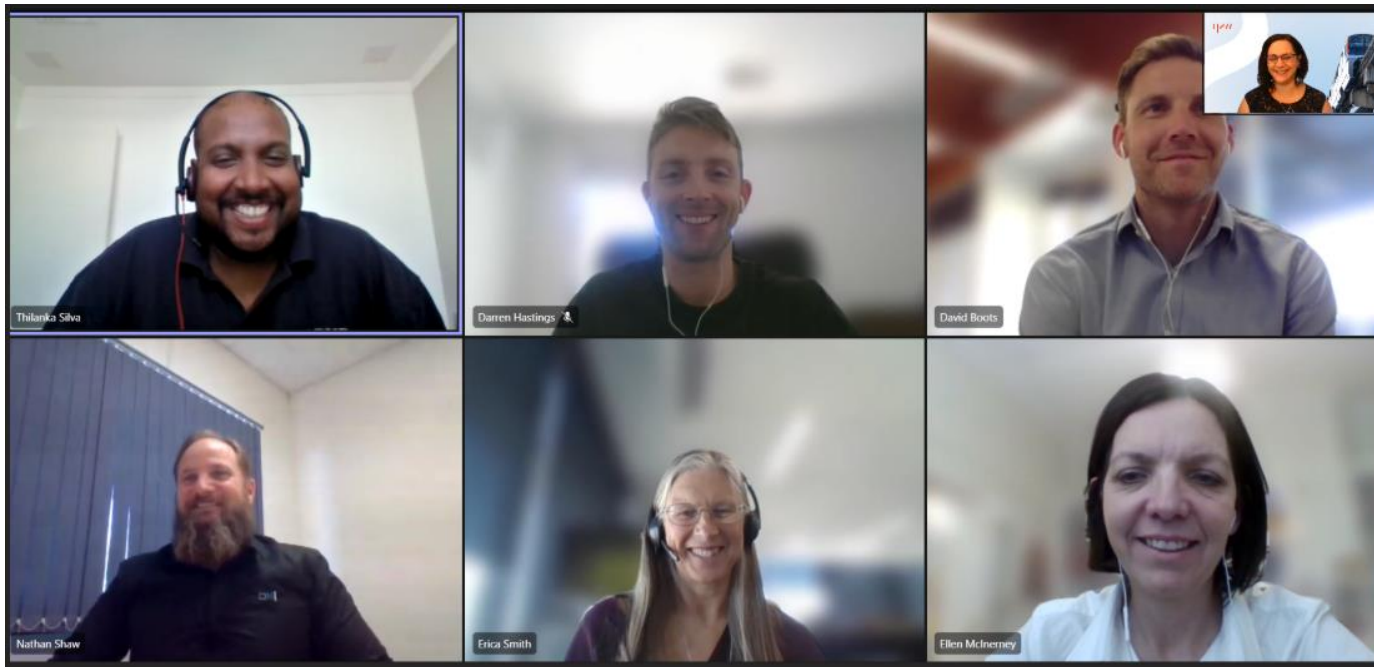
Reduce Job Stressors:

Contractor / Delivery Phase

South-West Utd (Group 6: WA & SA)



Reduce Job Stressors: Contractor / Delivery Phase



Team - South-West Utd
(Thilanka, Darren, David, Ana, Nathan, Erica & Ellen)



Project - Ovingham Level
Crossing Removal

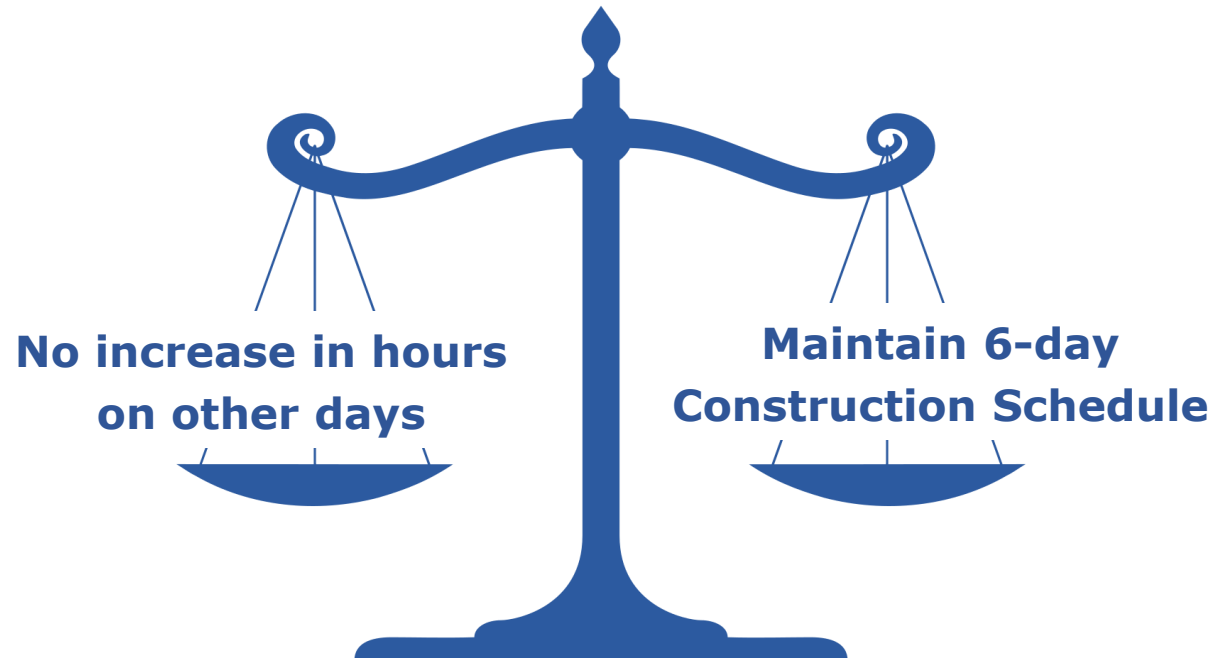
Selection of Work Redesign

Key findings Pre-Deployment:

- Excessive average working hours of **10.8** hrs per day
- Average wellbeing WHO-5 score of **53.4** out of 100 (considered low)



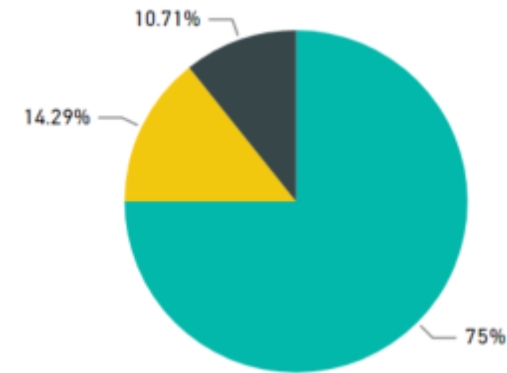
Half day off (time in lieu) per fortnight

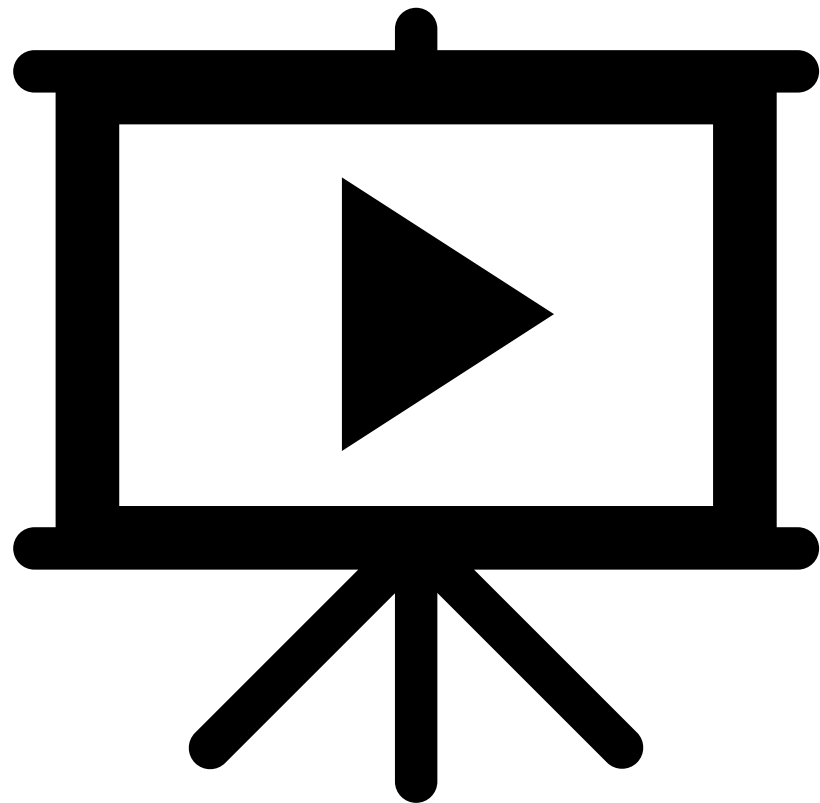


Work Redesign

Were you able to fully implement the work redesign?

Work Redesign Implementation	
Yes – 2 half days off	75%
No – Only 1 half day off	14.3%
No – I didn't take any time off	10.7%





Major Outcomes

Working Hours – Weekly

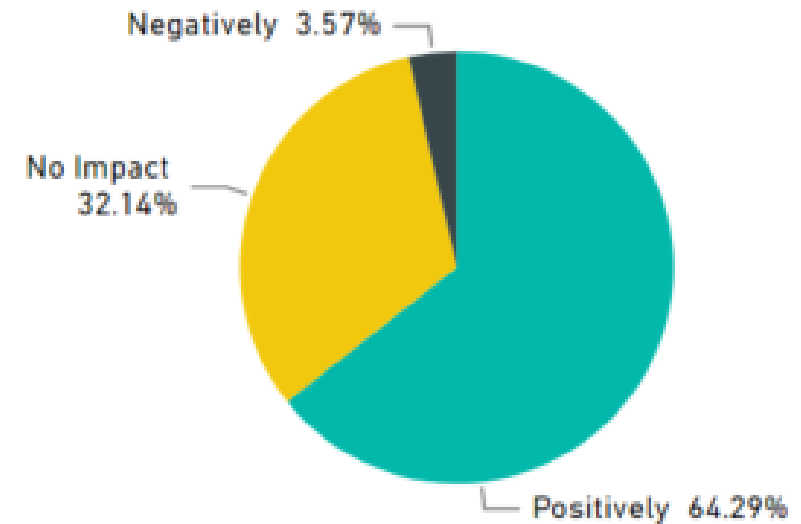
Pre-Deployment	Post Deployment	Impact
59.60	58.74	- 52 minutes

Wellbeing – Based on WHO-5 Score

Pre-Deployment	Post Deployment	* Percentage Change
53.38	63.00	+18%

* 10% difference in overall wellbeing score indicates significant change

Impact on Reducing Work Stressors



Key Reflections & Insights

Wellbeing and Productivity:

- Genuine Desire to improve wellbeing
- No evidence of negative Impact on productivity
- Perceptions are Encouraging
- Easy to Implement



Alliance Leadership Team (ALT) Feedback:

- Overall Positive reviewing the results
- Surprised by Functional Support Hours
- Consider tendering future jobs - 5-day working week



Recommendations

Tweaks

- ❖ Measure impacts of construction productivity
- ❖ Conduct a longer trial
- ❖ Larger trial group across multiple projects
- ❖ Use existing admin processes to capture working hours data

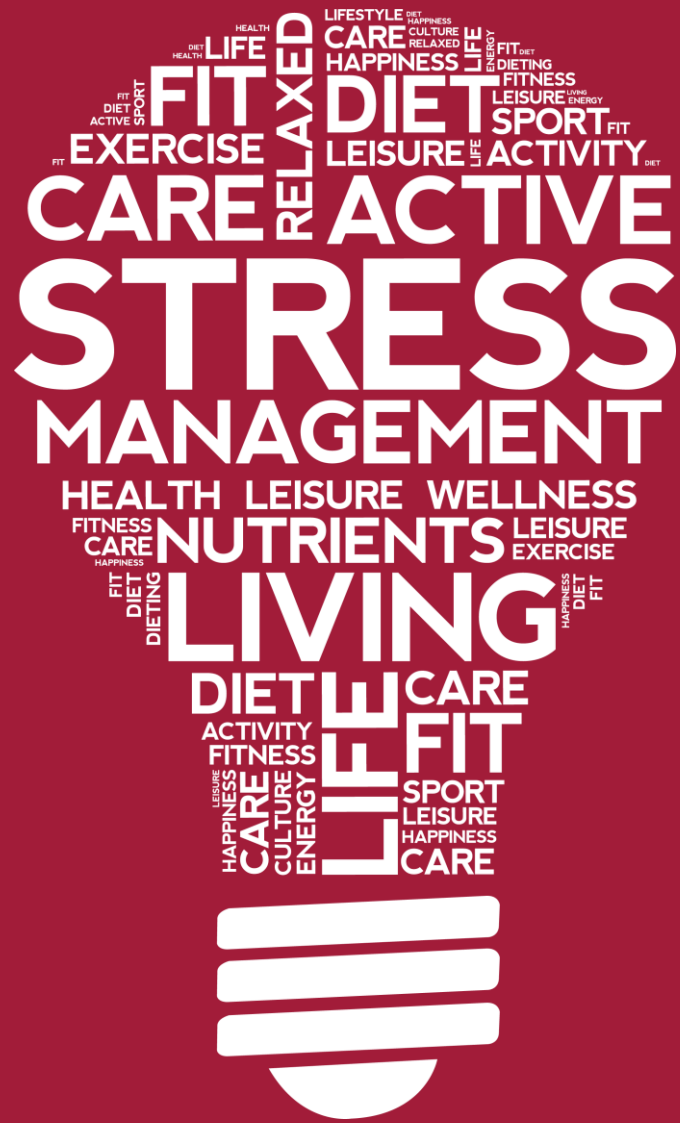
Same Theme Different Options

- ❖ Full site shutdown from 1pm Friday & all-day Saturday
- ❖ No construction on Saturdays (5 days = 50 hours)

Wholesale Change

- ❖ **Change the client model**





Questions?