

# Managing Mental Health on the Major Transport Infrastructure Program

*“Delivering transport infrastructure projects that  
achieve world-class construction safety performance”*

Roads Australia **Spotlight on Safety Forum** – 3 May 2019

# What is Mental Health?

*“Mental health is a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”*

World Health Organization (WHO)



# Mentally Healthy Workplace

*“A workplace that actively minimises risk to mental health, promotes positive mental health and wellbeing, is free of stigma and discrimination, and supports the recovery of workers with mental health conditions, for the benefit of the individual, organisation and community”*

Beyond Blue;

Good practice framework for mental health and wellbeing in first responder organisations (2016)



# Facts and Figures

Mental health costs \$543 million in workers' compensation each year

One in five Australians aged 16-85 experience a mental illness in any year

Every day, at least six Australians die from suicide, and a further thirty people will attempt to take their own life



# Construction Industry Challenges

We all own it

– but continue to struggle with giving it the focus it needs

We are great at talking the talk

– but walking the talk is still an enormous hurdle

Easy solutions look appealing but won't solve this complex issue

It will take more than adding another training session for us to achieve a breakthrough

# Construction Industry Challenges

Our people, managers and workers, are often transient

Mental health is complicated, with many impacts and interfaces

It overlaps Safety and HR management borders, and needs full ownership

It requires changes to the way we currently do things

It's expensive to manage, BUT more expensive to ignore

# Mental Health - impact points on MTIP



Our People  
(Major Transport Infrastructure Authority)



Our Program — Construction Partners  
(Major Transport Infrastructure Program)



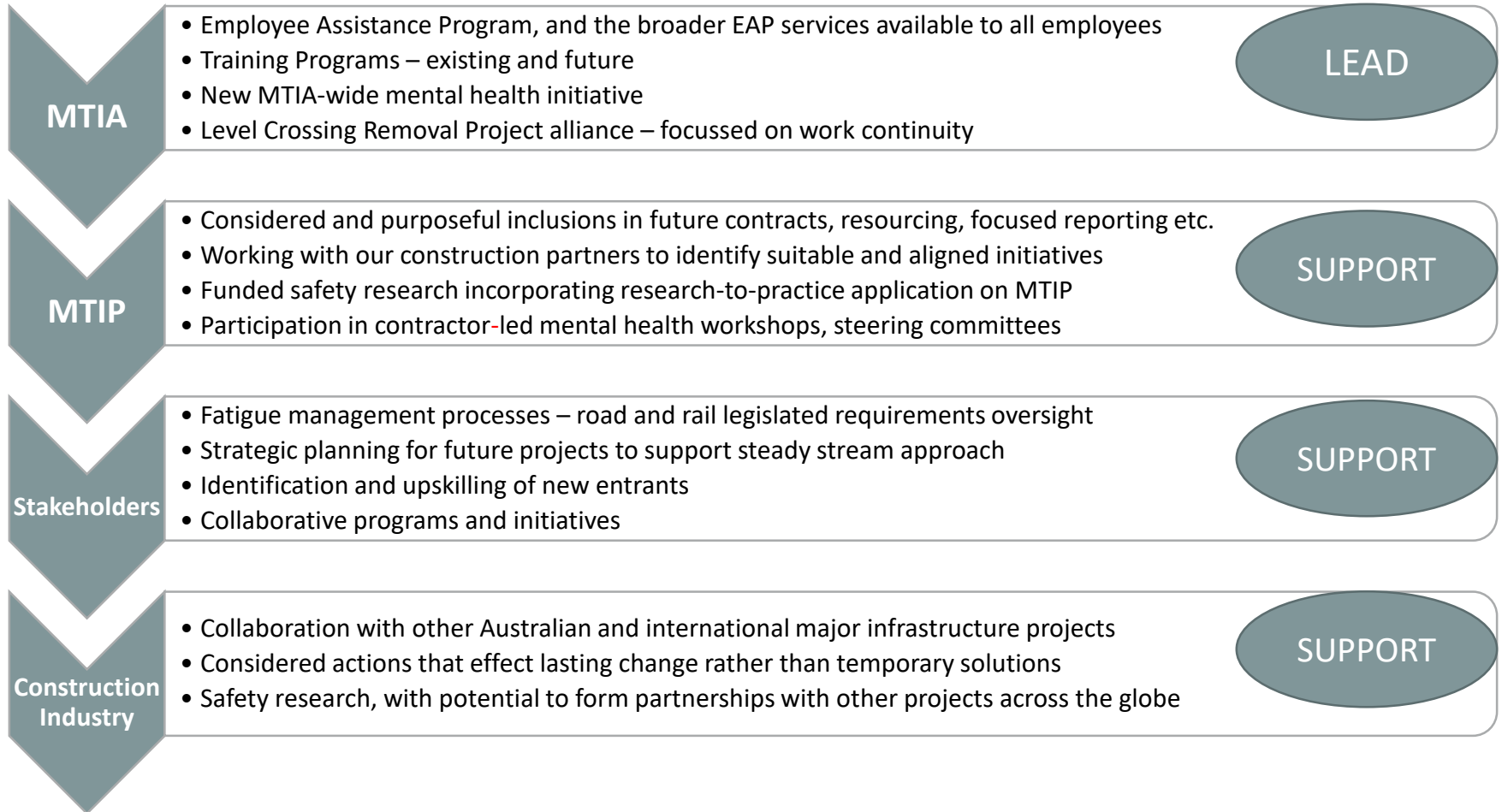
Stakeholders

Our stakeholders  
(Government, road and rail operators, unions etc.)



The wider construction industry

# Mental health - influences and actions





# Summary

- ✓ The mental health and wellbeing of all personnel delivering the MTIP is vital
- ✓ We collectively need to work together
- ✓ Prevention, promotion and enhancement are the keys to success
- ✓ One size will not fit all
- ✓ It will require significant investment and change
- ✓ Our journey has just begun

