

CONSTRUCTION

PROFILE REPORT

The 2018 **Indicators of a Thriving Workplace** survey measures the **current state** against the **desired state** of a thriving or mentally healthy workplace, by asking people currently employed about their experience in their workplace.



A SNAPSHOT OF MENTAL HEALTH AND WELLBEING IN AUSTRALIA'S CONSTRUCTION WORKFORCE

The industry's overall index score (63.6) is higher than the national score (62.7*) with only the policy index score falling short (-1.5 points below the national policy index score). The policy shortfall was primarily due to difficulties accessing confidential counselling or support services, and the lack of a good mental health policy, strategy or action plan.

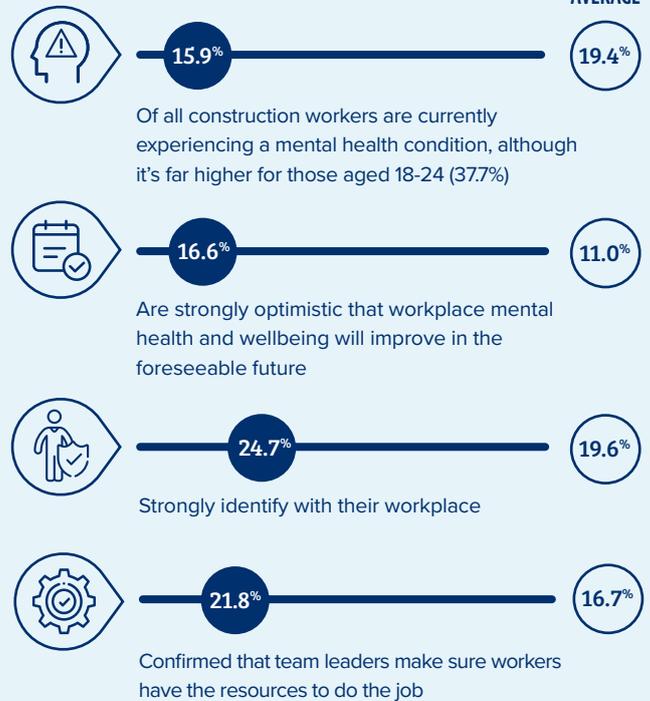
A much lower proportion of workers are currently experiencing a mental health condition (15.9%, -3.5pp~ lower than the national average). Similarly, the proportion of employees finding their job highly stressful is well below the national average (-3.3pp). Retention is less of an issue as construction workers enjoy their jobs more than the average Australian worker (+4.7pp) and are more committed to staying with their current employer for the next 12 months (+3.4pp).

"I feel that working in the building industry is a plus for mental health as we are producing something with our own hands and can see the finished job."

* The index methodology was revised in early 2019 to provide a more robust view of workplace mental health and wellbeing, and is based on all responses from 'strongly agree' to 'strongly disagree'. The national index scores in this report have been recalculated to ensure ongoing comparability with profile-specific index scores.

~ pp denotes percentage points

NATIONAL AVERAGE



Biggest opportunities to achieve thriving workplaces



● INDUSTRY ○ NATIONAL AVERAGE

MENTAL HEALTH ISSUES EXPERIENCED AT WORK

Construction workers are less likely to experience workplace bullying and discrimination than the average working Australian.



"I work in a small business [with] one principal and about six others... Everyone's aware of how the others are doing as we discuss issues amongst ourselves. To formalise this is way beyond the capabilities and scope of a small business like ours as it would involve expense and time that we do not have. In any case, I have worked in a large firm in the past with a veritable contingent of HR staff and yet bullying was rife. No one could stop it because the HR staff were paid by the partners, so would never stand up to them. The few that did were induced to resign fairly quickly. Without formal processes, the job I have now is way more supportive because my boss is someone who cares about his workers and leads by example, and we deal with each other with respect and work together to address issues."

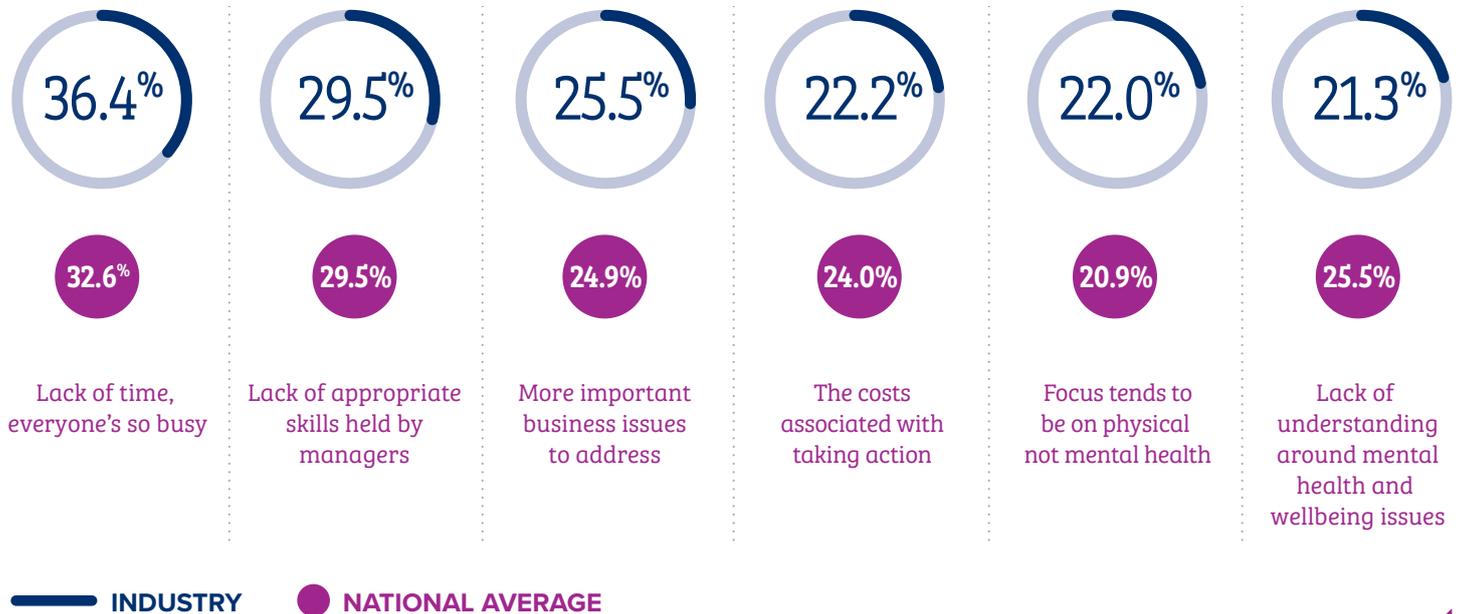
"People who abuse the workers should be charged with assault even if they don't touch you."

"Upper management [is] shifting blame to workers."



WHAT IS PREVENTING EMPLOYERS FROM TAKING ACTION?

Lack of time is considered the biggest barrier, particularly in comparison to the national average (+3.7pp). This perception is supported by the belief that there are more important business issues to deal with (+0.6pp). Although there seems to be a reasonable knowledge base around mental health and wellbeing (-4.1pp) the industry still tends to focus more on physical health (+1.2pp).



"[It's a] very pressured environment, some [people] are working ridiculously long hours... due to project timelines and budget constraints. They do at least run six-monthly MATES in Construction workshops due to the need to stop suicide, which I'm sure is helpful to many of the site workers, although not so great in identifying women's stress."

"It is a small business and all workers are known to each other. There is no scope or need for formal processes."

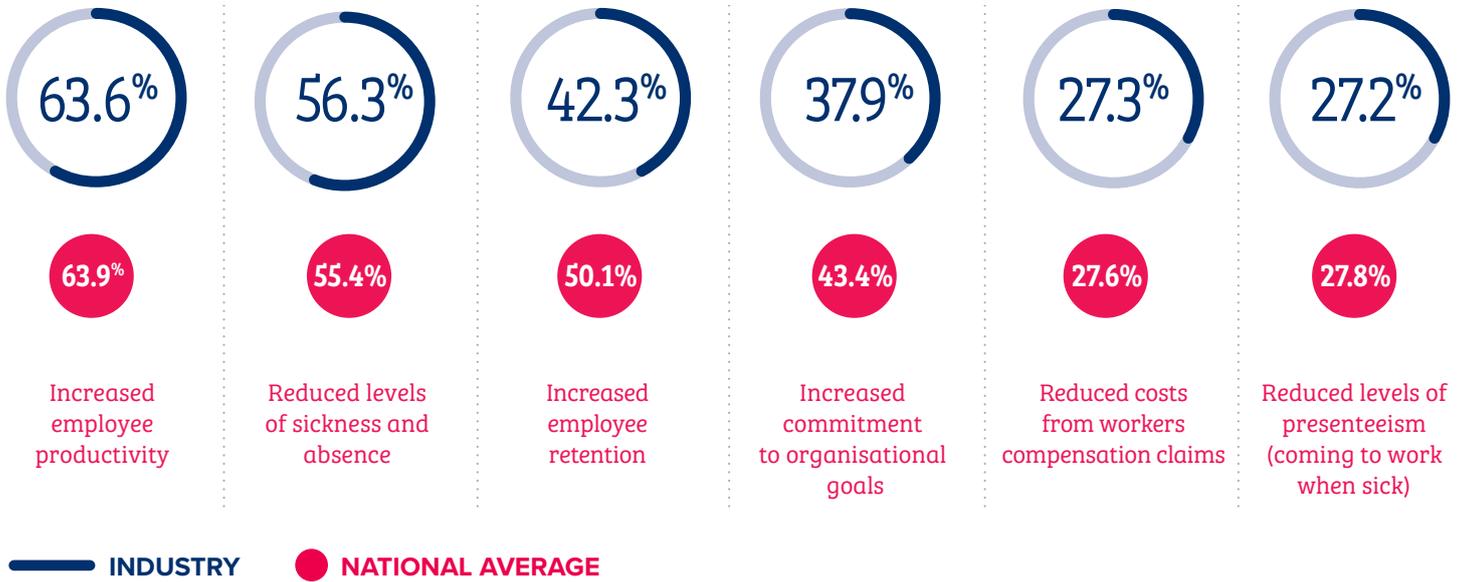
"It is hard for small businesses to adhere to mental [health] issues. They're all concerned about making money and nothing else."

"There are only three employees so having a 'plan' is not practical, we just talk to him."



BENEFITS OF INVESTING IN WORKPLACE MENTAL HEALTH AND WELLBEING

The proportion of construction workers who mentioned better productivity as the main benefit was similar to the national average. Although it's anticipated that employers would experience a substantial reduction in sickness and absence, construction workers are well below the national average when it comes to seeing potential increases in retention (-7.8pp) and commitment to organisational goals (-5.5pp).



"A happy work team means a productive work team."

"[It would] reduce agitation and improve harmony among colleagues."



HOW DO INDIVIDUALS BENEFIT?

People working in the construction industry are far less likely to identify how they would personally benefit from mentally healthy workplaces than the average Australian worker, particularly in terms of increasing their willingness to contribute more (-8.3pp) and their commitment to the organisation (-6.7pp).

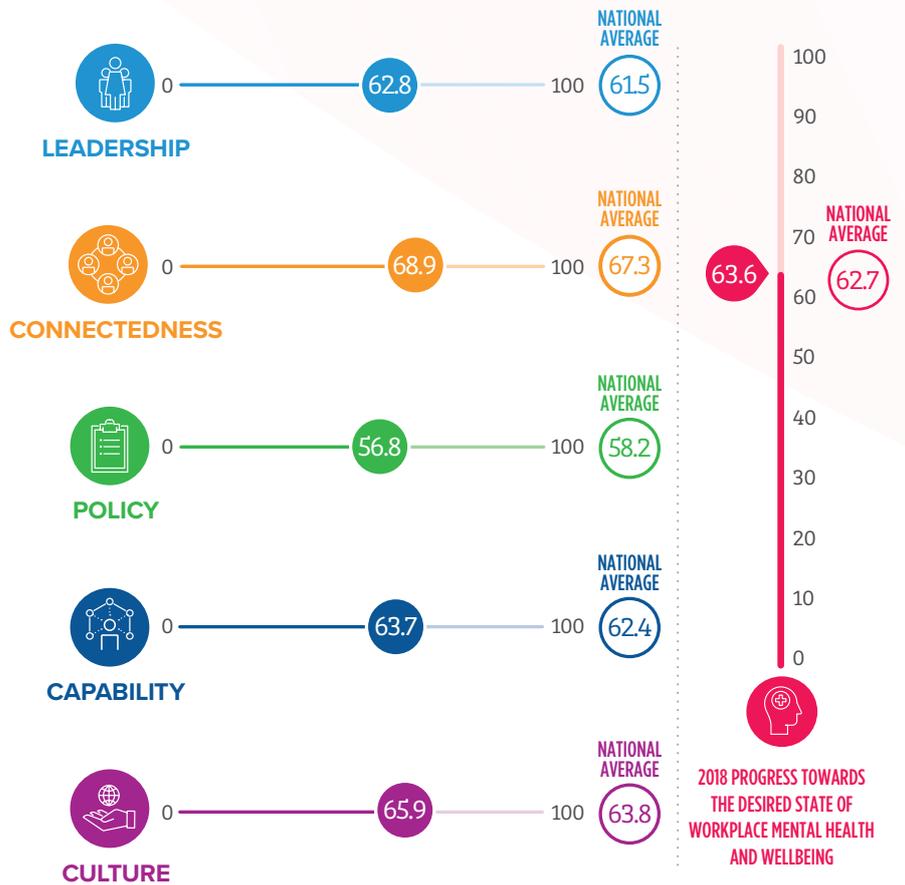


"[There would be greater] willingness to go the extra mile and volunteer for additional tasks or to help a colleague."

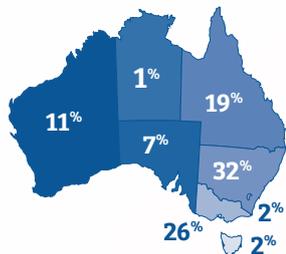


ARE WE THERE YET?

The 2018 results show that people working in the construction industry have higher overall perceptions and experiences of their workplace compared to the national index scores. The industry only fell short in terms of policy (-1.5 index points) which was primarily due to difficulties accessing confidential counselling or support services and the lack of a good mental health policy, strategy or action plan.



PRIMARY PLACE OF WORK



INDUSTRY



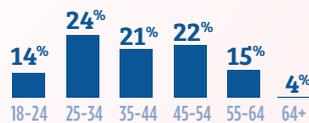
PARTICIPANTS



GENDER



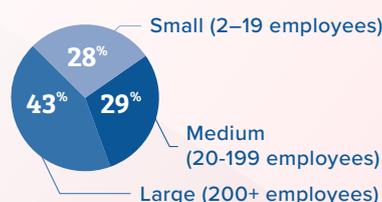
AGE



WORK ROLE



WORK ROLE



ABOUT THIS SURVEY

The aim of the Indicators of a Thriving Workplace survey is to measure the current state against the desired state of a thriving or mentally healthy workplace, by asking people currently employed about their experience in their workplace. The survey was completed online by 5,047 working Australians in July 2018, and asked respondents to rate the extent to which each of the scientifically-validated 40 characteristics of a mentally healthy workplace are present in their own workplace using a 6-point scale: 'strongly agree' to 'strongly disagree' and 'don't know'. The survey also asked questions about people's perceptions, attitudes and experiences in relation to workplace mental health and wellbeing.

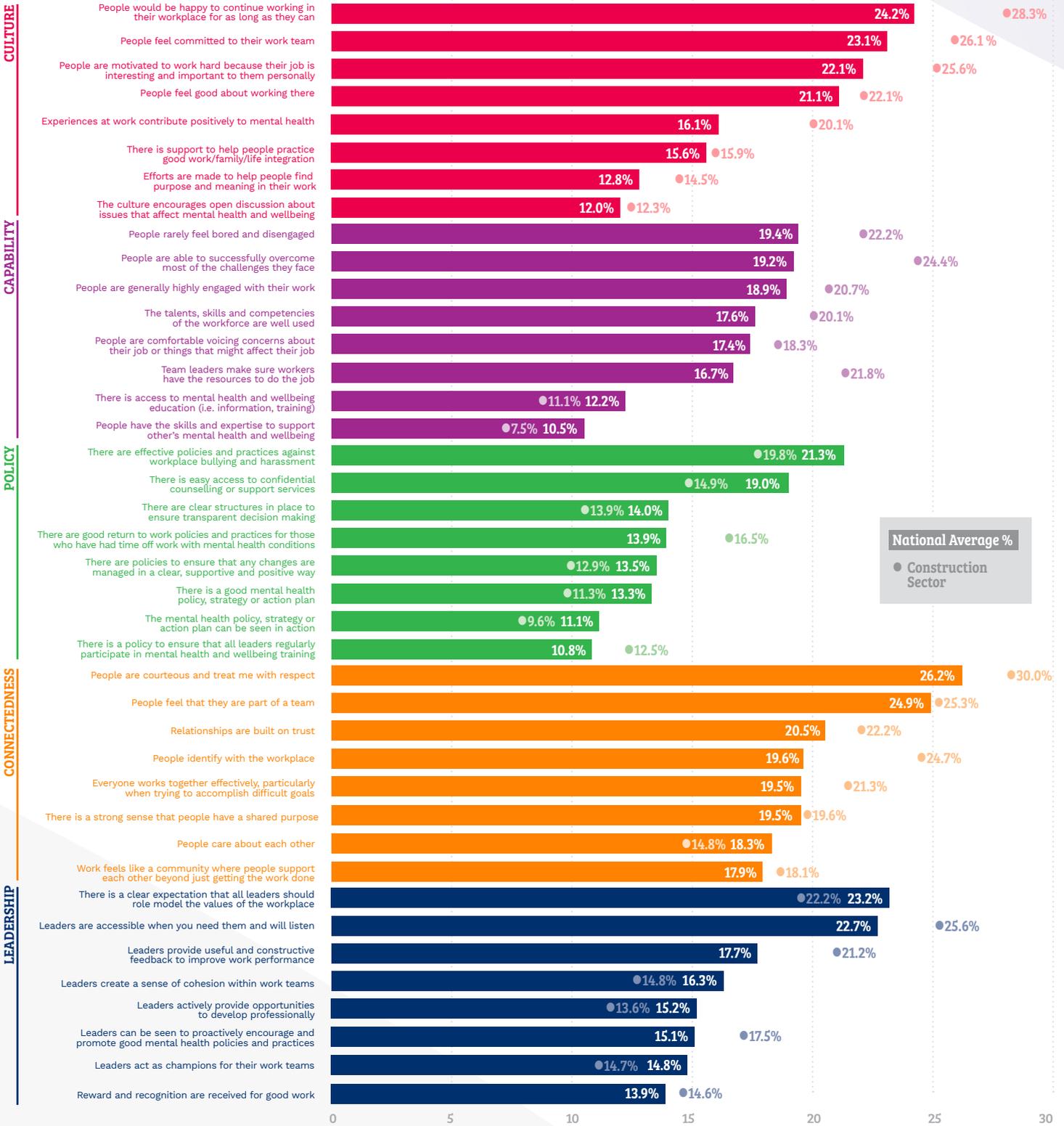
This report is based on responses from 425 people working in the construction industry.

DOWNLOAD THE NATIONAL REPORT:

superfriend.com.au/resources/indicators-of-a-thriving-workplace-2018/

ARE WORKPLACES THRIVING IN THE CONSTRUCTION SECTOR?

The 40 indicators of thriving workplaces are characteristics that optimise employees' mental health and ability to succeed at work. The following chart shows the proportion of respondents who 'strongly agree' with each indicator. The results below highlight that the construction industry is having some success in achieving thriving workplaces, ranking in the top 3 industries for enabling people to successfully overcome most of the challenges they face, and people rarely feeling bored or disengaged. However, most policy aspects are lagging behind the national average.



SuperFriend advocates for, equips and empowers profit-to-member superannuation funds and insurers to achieve mentally healthy workplaces for their staff and members.

Can you imagine an Australia where all workplaces are mentally healthy? That's our vision. Pure and simple.

You can find more information about workplace mental health and wellbeing solutions, free resources, and sign up to our regular newsletter at superfriend.com.au



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