

**MAKING  
WELLBEING  
SUPPORT  
VISIBLE  
ON SITE**





# **#MakeItVisible**

MAKING WELLBEING SUPPORT  
VISIBLE IN CONSTRUCTION

Launch

24/01/23



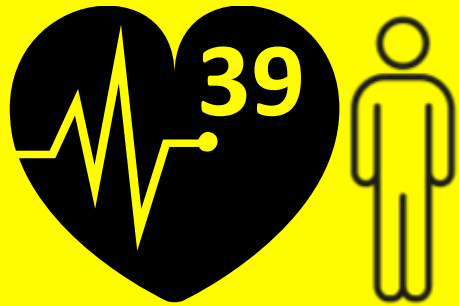
# **#MakeItVisible**

MAKING WELLBEING SUPPORT  
VISIBLE IN CONSTRUCTION

# Why?

**CONSTRUCTION  
WELLBEING  
ISSUE**

# Facts about construction



Every year, there are on average **39 FATALITIES** on our building sites (In 2021, there were **10** construction fatalities in Ireland)



Every year, there are over **82,000** reported cases of new/long-term standing work-related illnesses that can be directly attributed to working within construction

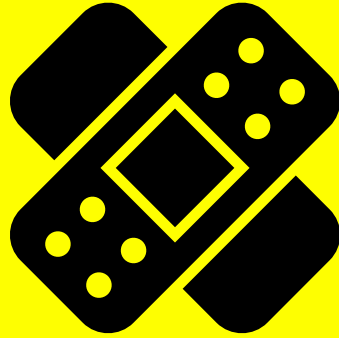


Every year, there are over **2,000 MAJOR ACCIDENTS** that incapacitate the worker in such a way that they cannot return to work

# Facts about construction



Over **46%** of all occupational **CANCER CASES** are directly attributed to working in construction



Every year, over **2.4 MILLION** man-days are lost through injury or illness in construction



**STRESS, ANXIETY or DEPRESSION** accounts for 1/5 of all reported work-related illnesses

# Construction Wellbeing



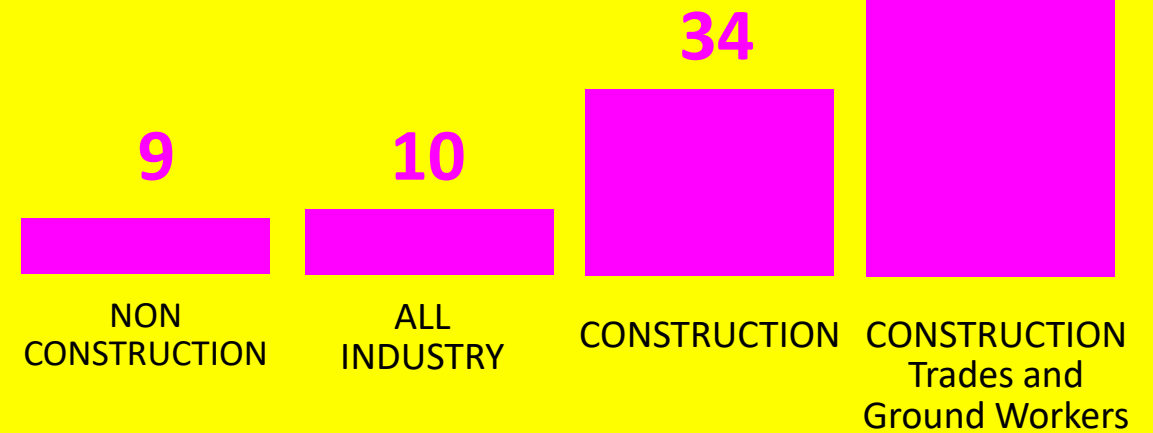
Construction cancer deaths:  
Estimated **3500** per year (UK)

Construction deaths by suicide:  
Circa **500** per year (UK)

Construction fatal accidents:  
Circa **35** per year (UK)



Suicide rate  
per 100,000 (2021)





Every working day  
in the UK & Ireland

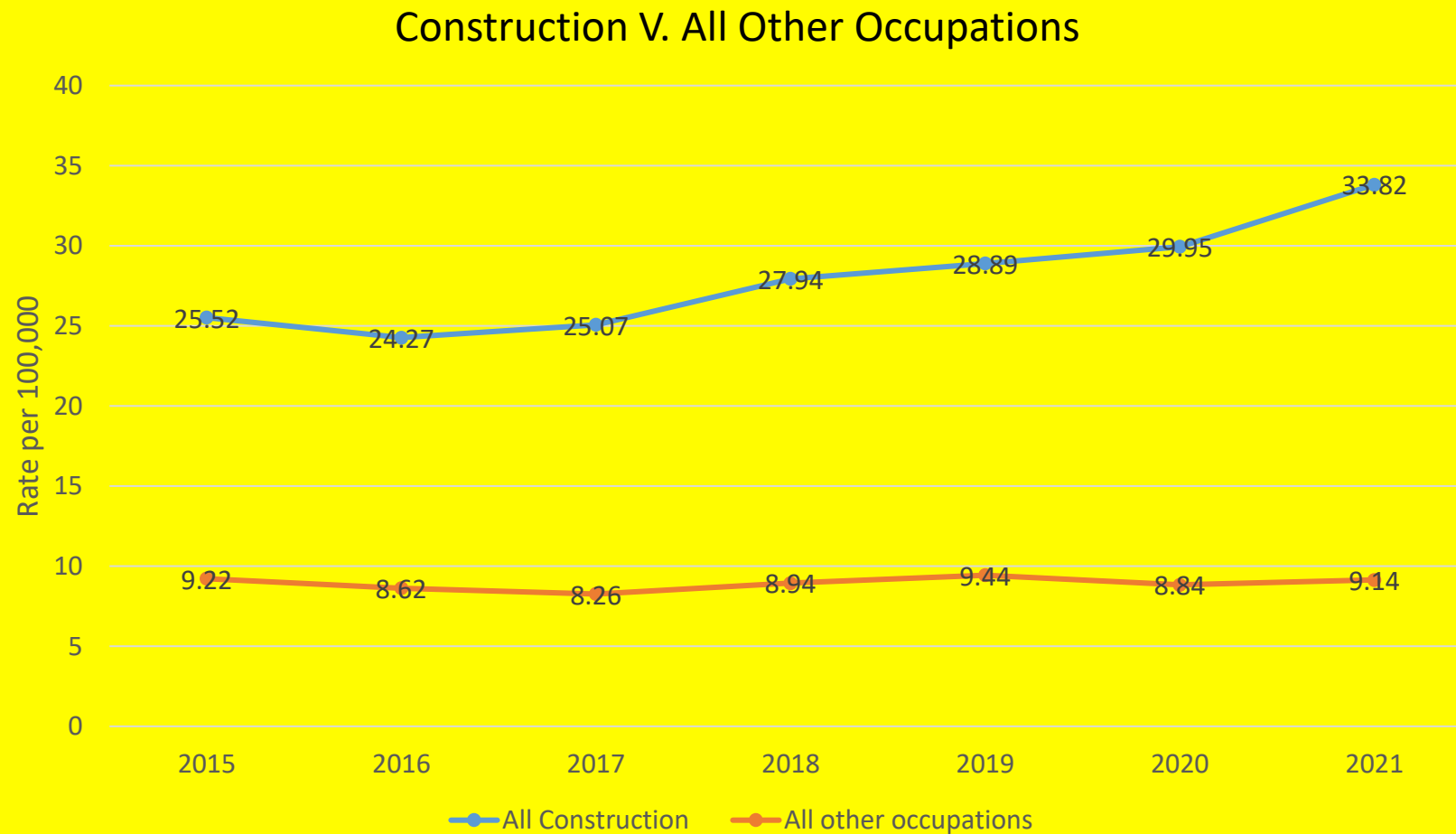
**2 CONSTRUCTION  
WORKERS**

take their own life





# Construction suicides: Trends\*



\*GCU Analysis: <https://www.gcu.ac.uk/research/researchcentres/assetmanagement/researchrepository/healthsafetymanagement>



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Who?



### CLC Governance



C.O.N.I.A.C



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What?

# Make it visible: The Project

## Where we are now:

- Multiple independent/ duplicated wellbeing research
- Fragmented Data/intelligence and measurement .. No overview
- Many wellbeing strategies but fragmented and best practice not shared industry wide
- Great content of wellbeing strategies but fragmented and not shared industry wide
- Many wellbeing strategies being delivered but fragmented and not accessible industry wide

## Where we want to be:

- Construction Industry working together on workforce wellbeing
- Agree there is no intellectual property brand when it relates to industry wide wellbeing
- Measurement system and research that evidences and determines what's working well and if improvements being made
- Wellbeing strategies and delivery supported and funded by the industry making all basic wellbeing services free for all the workforce

# CONSTRUCTION

# WELLBEING REVIEW 2023

# #Makeitvisible



**BEAM Research Centre**

*The Research Centre for the Built Environment  
Asset Management*

Innovation | Technology | Sustainability

# RESEARCH META STUDY

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# Objectives

1

Identify and evaluate recent UK studies on construction Wellbeing (on academic rigor)

2

Identify and evaluate current initiatives on construction Wellbeing (against international best practice)

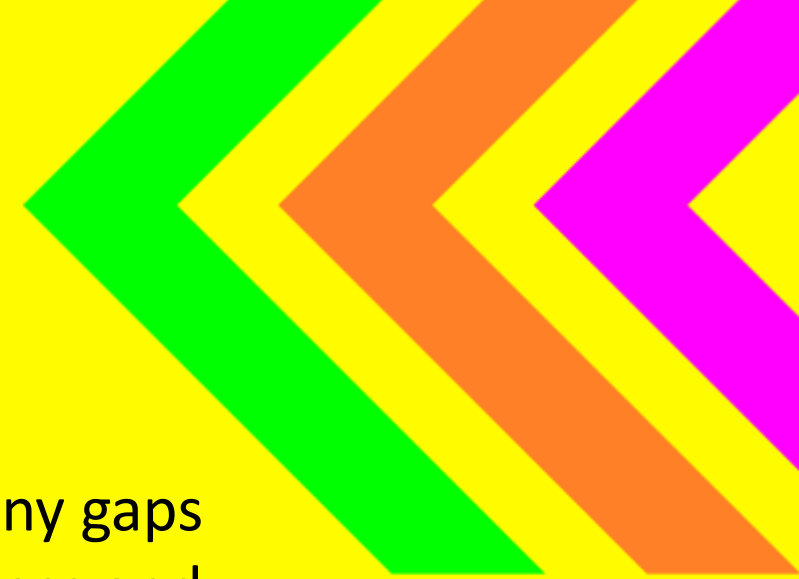
3

Report strengths and any gaps between current progress and international best practice

4

Present voting options for improvement in:

- wellbeing reactive services
- wellbeing proactive services
- long term wellbeing culture change and wellbeing measurement and benchmarking



# Meta Study

## Recent research reviewed

1. Randstad Survey
2. The Road to Well Being research from Safer Highways
3. CIOB Understanding Mental Health in the Built Environment
4. Construction Industry Federation (ROI)
5. CITB Study
6. Supply Chain Sustainability School Study
7. Mates in Mind (MinM) Study
8. Lighthouse/CITB/ Samaritans MindBuilder Study
9. CN Mind Matters Survey

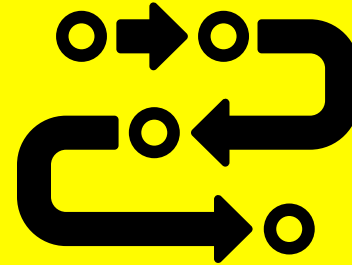


# Research Evaluation Criteria



## Type of study

1. Random controlled trials
2. Intervention studies
3. Interpretative studies
4. **Descriptive studies**
5. Industry practice



## Strength of methodology

1. Sample size
2. Confidence
3. Reliability/validity
4. Bias



# Recent Research

## Descriptive

Name	Main Aim	Study type	Sample
Randstad (2018)	Discover the hidden voice of our workforce and understand the factors that are affecting the industry.	Survey	3400
Safer Highways (2020)	Benchmark compliance against the 'Thriving at Work' six core standards and four enhanced standards, in the highways sector.	Survey	134
CIOB (2020)	Ascertain the prevalence of poor mental health in construction, factors causing stress and at what job level, what promotion of good mental health?	Survey	2081*
CIF (ROI) (2020)	Employers' experiences of managing mental health issues of staff (Ireland)	Survey	301
CITB (2021)	Review MHW Initiatives in UK	Survey	256
Supply Chain Sust. School (2021)	Review the business case for wellbeing, along with current and emerging good practice in the construction (built environment) industry	Qual. stakeholder engagement	-
MinM (2022)	Provide evidence-based recommendations for practical tools to support self-employed construction workers who need mental health support.	Survey	310
Mind Builder (2022)	Needs-based research, for construction workers' specific needs and opportunities for a (digital self-help) support product.	Persona mapping & thematic analysis	110
CN Mind Matters (2022)	Construction worker mental health survey	Survey	1200

# Research

## Main themes (Causes / Issues)





### Work

- Lack of employer awareness
- Lack of employer support
- Lack of engagement
- Poor resourcing
- Poor communication
- Bullying / Macho culture
- Job (in)security
- Physical working environment
- Time pressures / deadlines
- Workload
- Working hours
- Cost / Financial pressures
- ...All leading to STRESS

### Non-work

- Money
- Family relationships
- Alcohol / drug use
- Social isolation
- Poor diet
- Loss of sleep




# Current Wellbeing Initiatives

Initiative		Outputs
	<p><b>Building Mental Health</b> Free framework to access MH support Charter, awareness training, MHFA training</p>	<p>1,000 Employer signed charters 288 MHFA Instructors trained 1,079 MHFA Courses 10,379 Trained MHFAs</p>
	<p><b>Mates in Mind</b> Awareness, challenging stigma Annual assessment, awareness training, support manager, discounts for 3<sup>rd</sup> party support</p>	<p>559k Workers reached 5,600 provided resources (2018) 316 Training sessions (2021) 690 Training days (2019)</p>
	<p><b>Lighthouse Construction Industry Charity</b> Charitable support, 24/7 helpline, Text support app, free wellbeing and MHFA training, 5-step framework, join initiatives e.g BMH/HSE</p>	<p>60,000+ App downloads 3,000+ Helpline p/a 1,000 MHFA trained p/a 1,200 Other classes p/a</p>
	<p><b>Supply Chain School Initiatives</b> Training, signposting, awareness campaigns</p>	<p>171 Partners 2 Webinars 99 Views E-learning (Aug 2022)</p>

+ Numerous Individual Company Initiatives

# Current Wellbeing Initiatives

Pan-industry; including construction

Initiative	
	<p><b>Working Minds Campaign (HSE)</b> 'Stress' guidance; toolkit; signposting; digital self-help tools</p>
	<p><b>Mental Health at Work</b> Signposting: Toolkit (BMH); Helpline (Lighthouse); MHFA; awareness and case studies</p>
	<p><b>Time to Talk Day (Mind &amp; Rethink Mental Health)</b> 2 February 2023 Awareness and guidance on stigma</p>

# Categories of Wellbeing Strategies

Prevention/Promoting Wellbeing

Wellbeing Strategies

Proactive

Support

Intervention

Training

Awareness

Knowledge/Understanding

Applied

Primary: General awareness, anti-stigma  
Secondary: Targeting vulnerable groups  
Tertiary: Help those living with MH to stay well

Reactive

Support

Intervention

Training

Awareness

Knowledge/Understanding

Applied

Tertiary: Help those living with MH to quick recovery

Treatment/Cure for Ill Health

Need a mix of strategies & priorities

# Evaluation

Wellbeing strategies with **empirical evidence** of success



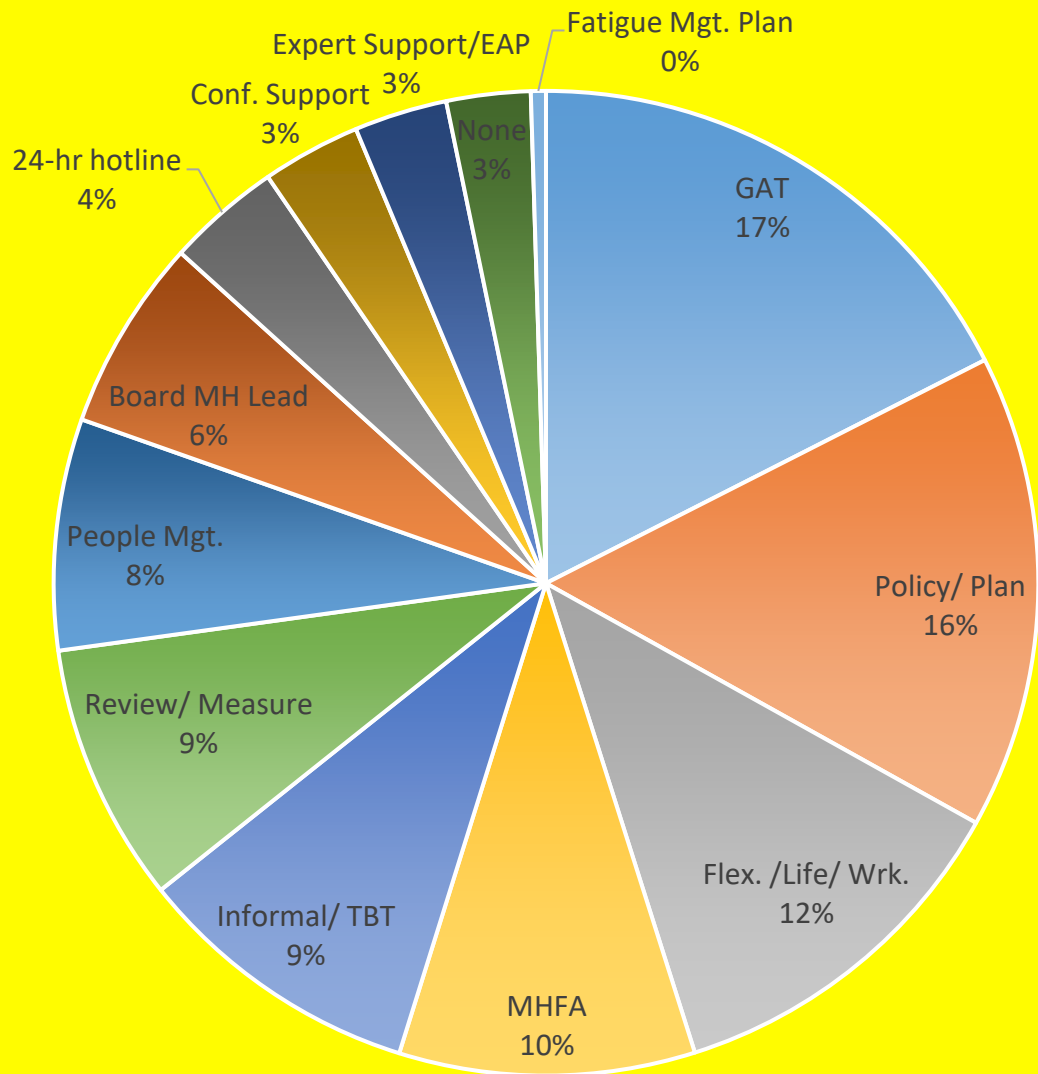
Main source of  
(construction)  
empirical evidence:  
Australia

- General Awareness Training (GAT)
- Connector Training
- Suicide First Aid training\*
- Field Officers - to recruit and manage cases
- 24-hr hotline – construction specific
- Postvention - support after witnessing a suicide

\*New training recently developed by Lighthouse

# Good Practice

- GAT
- Policy/ Plan
- Flex. /Life/ Wrk.
- MHFA
- Informal/ TBT
- Review/ Measure
- People Mgt.
- Board MH Lead
- 24-hr hotline
- Conf. Support
- Expert Support/EAP
- None
- Fatigue Mgt. Plan



***“There is a lack of published evidence on the effectiveness of the various supports.”***  
CITB: Mental Health and Wellbeing Research - Final Report



# UK & ROI Good Practice

VS Australian good practice with empirical evidence

## Observed in UK

- General Awareness Training (CITB / S.H. / CIOB / CIF)
- 24 Hour telephone helpline (CITB / CIOB)

\*based on surveys

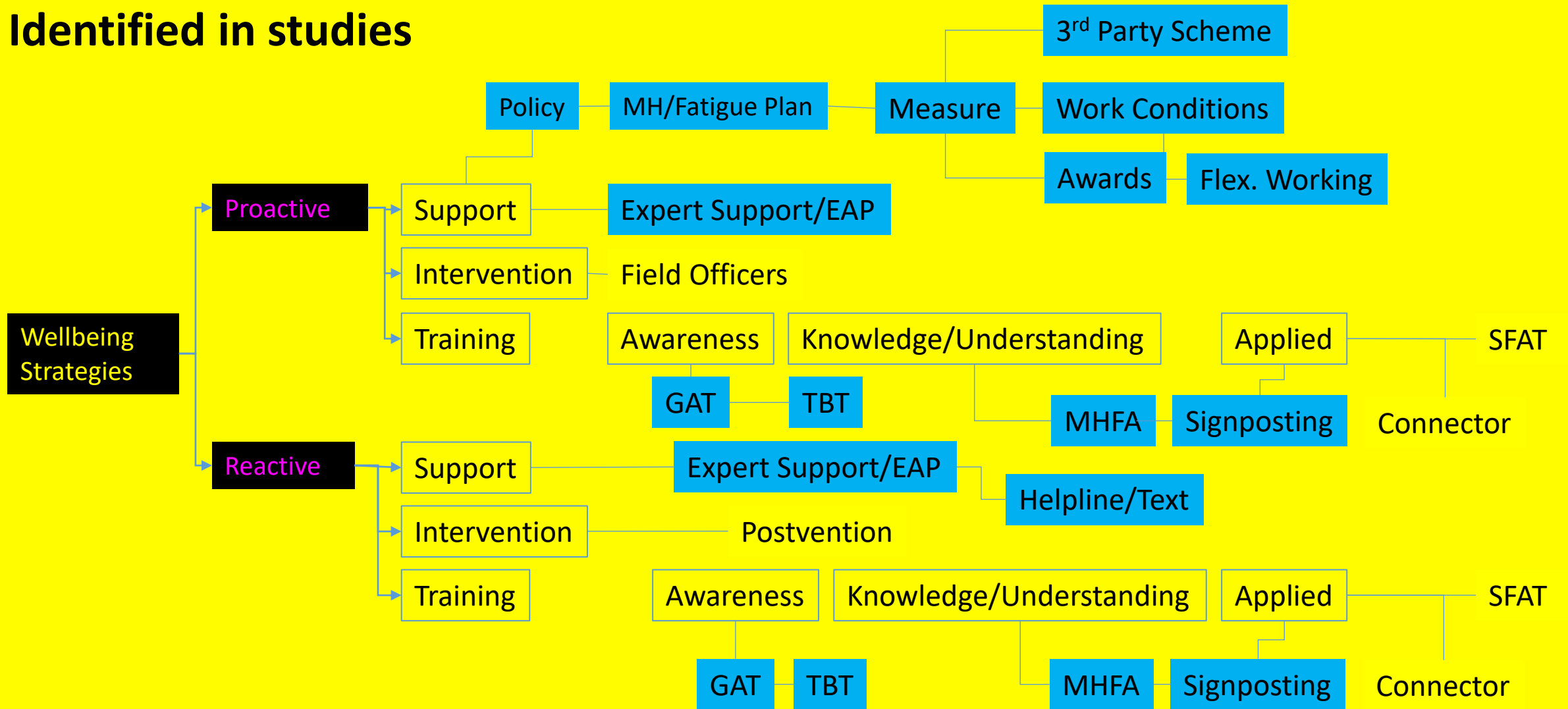
## Still to be adopted in UK

- Connector training
- Suicide first aid training\*
- Field officers
- Postvention

\*Lighthouse recently launched Suicide First Aid Training

# Wellbeing Strategies

## Identified in studies



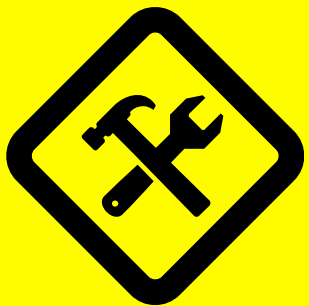
# You vote to decide our priorities



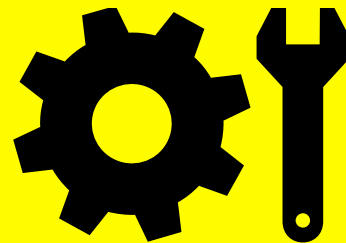
Proactive Wellbeing



Culture Change



Reactive Wellbeing



Measurement

# Practice vote: Rank your favourite pet



Cat



Dog



Bird



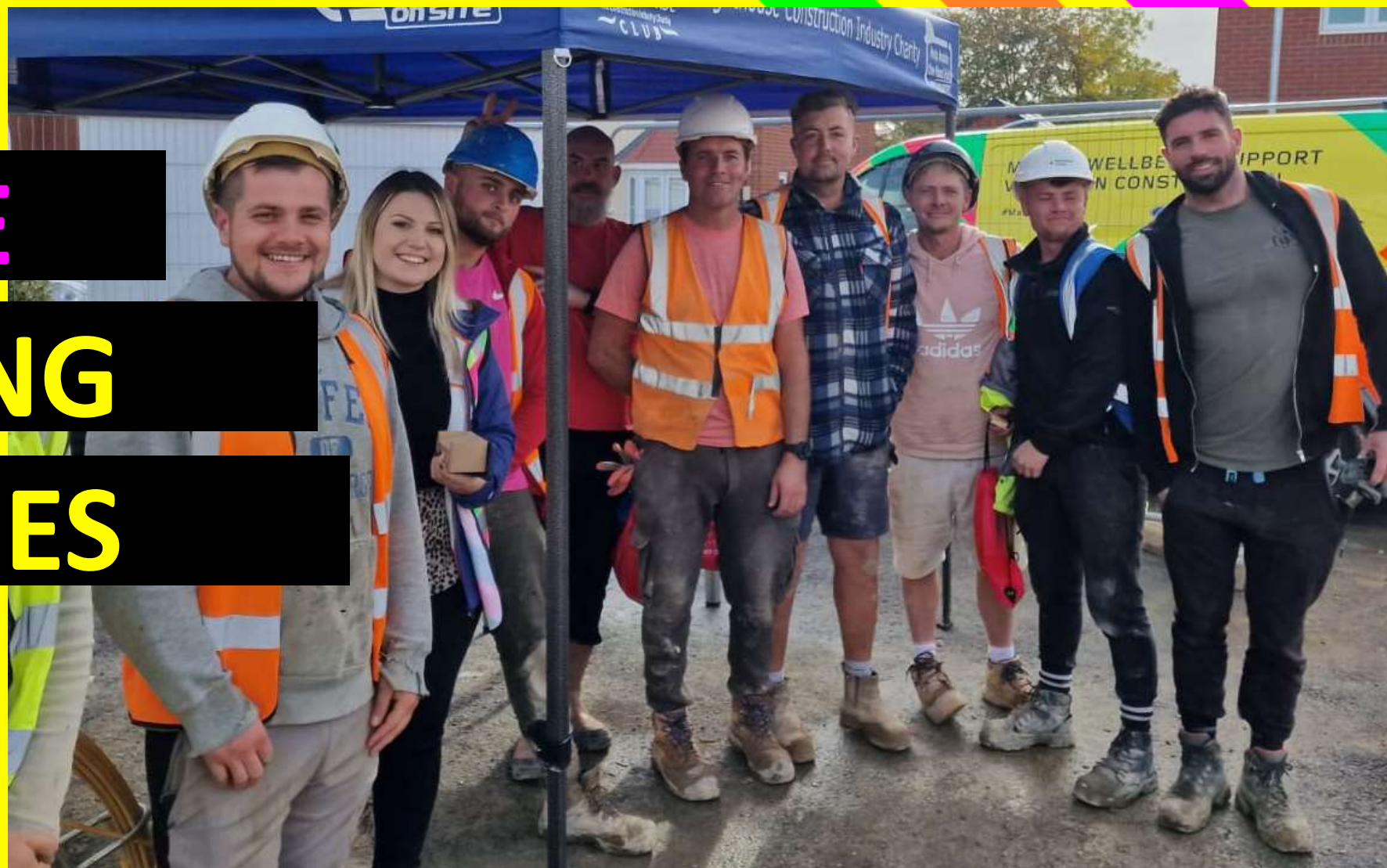
Rabbit (or Hare!)



Goldfish

Looking after a pet is (supposed) to be good for your wellbeing...

# REACTIVE WELLBEING STRATEGIES



# Poll 1: Reactive Strategies / Services

The immediate concern is having services in place for workers 'struggling' or 'in crises'

Rank the list of options you think are the best strategies to prioritise

1. 24/7 Telephone helpline
2. Text helpline
3. Self-help digital resource
4. Wellbeing Champions on site
5. Site consultation room
6. Easy access to expert counsellor
7. Post-vention (for those who witness self-harm / suicide) \*AUS

# PROACTIVE WELLBEING STRATEGIES



## Poll 2: Proactive Strategies (Government)

Recognising that workers need a combination of Primary, Secondary, and Tertiary support. And these can be at Government, industry and organisational level.

Rank the list of options you think are the best strategies to prioritise for **Government** bodies.

1. Government policy on Integrated Intervention (medicine, public health and psychology)
2. Government funding for Wellbeing initiatives
3. Government funding for Wellbeing training
4. New or amended Regulations
5. Wellbeing criteria for procurement/tendering/contract on Government projects





# Poll 3: Proactive Strategies (Industry)

Rank the list of options you think are the best strategies to prioritise for **Construction Industry Bodies & Groups**

1. Annual showcase of good practice and awards
2. Open Online Awareness Courses
3. Nationwide programme of on-site Tool Box Talk conversations
4. Nationwide drop-in centres
5. Single point of contact for signposting support (web/app)
6. Industry-wide benevolent fund for emotional/physical and financial help
7. Industry-wide, industry funded Workforce Advice Programme (EAP for all)



# Poll 4: Proactive Strategies (Organizations)

Rank the list of services for **organisations** to have access to for the biggest improvements.

1. Access to a Workforce Advice Programme (EAP for all)
2. Free or subsidised Wellbeing Champion training
3. Access to a one-stop 'platform' (web/app) for guidance
4. Access providers of wearable technology to monitor mood/fatigue/health
5. Access to trained field officers to visit sites (AUS)

# Recommendations

## From Studies: Culture & Measurement

Theme	Recommendations
Organisations' planning & support	Improved policy/procedures; Board/senior responsibility for wellbeing; wellbeing at work plan; EAP; yoga, health checks, healthy food, gym membership; support supply chain; Action Plan
Training	MHFA; MHA Training; resilience training; mindfulness; CBT; Manager MH training; Globally-applicable MH resources
Measurement, benchmarking and reporting	ID/Monitor MH Risks; Implement 'Thriving at Work'; Develop metrics to measure MH interventions; Develop MHW Dashboard; Develop maturity matrix MHW; 'People Matter Charter'

# Recommendations

From studies: Gov./Industry/Bodies

Industry Level	Recommendations
Government	Fund initiatives; Regulation; SME support for MH; procurement/tendering/contract guidance
Industry	Realistic deadlines/hours; leadership (and teamwork) to promote positive culture; showcase effective schemes and demonstrate added value of wellbeing; challenge masculine stereotypes; peer support; promote self-care
Industry bodies / Groups	MH in CSCS; Open Online Courses; CITB working group; signposting; bursary fund/financial wellbeing; promote MH in procurement; need more than an on-line apps; free EAP

**CULTURE CHANGE**

**WELLBEING**

**STRATEGIES**



# Poll 5: Culture change (and working practices)

What should be the priorities to instigate **cultural change** and working practices?

Rank each option for priority to achieve improved changes.

1. Create an annual event to review/showcase/award good practice and share learning
2. Adopt an industry wide Charter and Code of Practice to improve Wellbeing
3. Identify new approaches to be tested/evaluated
4. Identify ways of reaching SME supply chains to raise awareness of available supports
5. Robust framework agreement for procurement/tendering
6. Support for wellbeing champions
7. Introducing and supporting wellbeing at an apprenticeship level



# Poll 6: Culture Change (Training)

What would be your training priorities?

Rank each option for priority to achieve improved changes.

1. MHFA training
2. GAT for new recruits/apprentices
3. Financial wellbeing training
4. Mindfulness, Meditation, Cognitive Behavioural Training
5. Equality, Diversity and Inclusion training
6. Soft skills training for supervisors and managers
7. 'Connector' Training (AUS)
8. Suicide First Aid Training (AUS)

# MEASUREMENT OF WELLBEING STRATEGIES



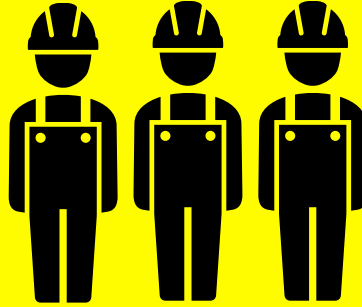


# Measurement Criteria Levels



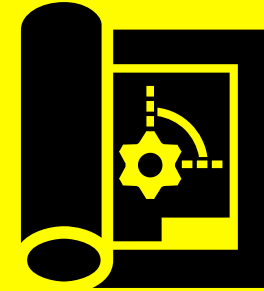
**Individual**

Personal experiences  
Views and opinions



**Company**

'Individual' data +  
Company Survey &  
HR data



**Industry**

'Company' data +  
Industry suicide data  
Other National statistics

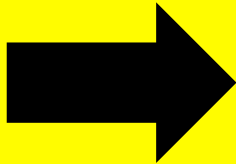
# Wellbeing: Common Language

## Clinical Terminology

Wellbeing

Absence of mental ill health

Mental ill health



## Wellbeing Continuum

Excelling

Cheerful, joyful, energetic, high performance, flow, fully realising potential

Thriving

Positive, calm, performing, sleeping well, eating normally, normal social activity

Surviving

Worried, nervous irritable, sad, trouble sleeping, distracted, withdrawn

Struggling

Anxious, depressed, tired, poor performance, poor sleep, poor appetite

In crisis

Very anxious, very low mood, absenteeism, exhausted, very poor sleep, weight loss

# KPIs (Individual Level)

## Combined table of options

Element	Source
Causes of poor MH (general)	CN Mind Maters survey
Job satisfaction	Internal company survey data
Engagement /Productivity	Absence/presenteeism company survey data; CIPD (2020) Health and well-being at work survey
Loneliness	CIOB Survey
Fatigue	CIOB Survey
Stress	CIOB Survey; CN Mind Matters Survey; CIPD (2020) UK Working Lives Survey
Anxiety	CIOB Survey; CIPD (2020) UK Working Lives Survey; MiM GAD7 Tool
Depression	CIOB Survey; CIPD (2020) UK Working Lives Survey

# Organisation Maturity Level\*

## Combined table of options

Level	CITB	SCSS	Thriving at Work	Others...
Level 6	Transformational		Enhanced	?
Level 5	Integrated	Innovating	Enhanced	?
Level 4	Established	Learning	Enhanced	?
Level 3	Evident	Visible action	Core	?
Level 2	Developing	Ownership	Core	?
Level 1	Infancy	Policy	Core	?

**\*Maturity Level needs to be tailored to organisation size:**

- Medium/Large (<250)
- Small (<50)
- Micro (<10)

# Industry Level

## Combined table of options

Measures	Sources
Suicides	ONS Raw data
	GCU/Lighthouse Construction Dashboard
Ill health	HSE
	ONS (Work stats & MH)
Multiple organisations' Maturity Levels	SCSS/SH (Thriving at Work)/MinM/Others
Combined personal survey data	CIOB/CN/CIPD/MinM
Internal MH survey data	Construction organisations (harmonisation required)

# Poll 7: Annual Survey

What would be the best course of action?

Choose best option (only one)

1. Continue with 'best' existing surveys
2. Collate whatever surveys run each year
3. Develop one bespoke industry wide annual survey

# Poll 8: Maturity Measurement

What would be the best course of action?

Choose which option you would prefer

1. Utilise an existing provider's service
2. Develop your own based on industry-agreed criteria
3. Develop a new industry wide bespoke maturity measure, 'owned by the industry'





**THANK YOU**

**WELLBEING**

**STRATEGIES**

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How ?

# Make it visible: The way forward

Review the voting on priorities and pick top 3 priorities per category to work on

Recruit volunteers to resource and lead teams to deliver the priorities for each category

- Proactive Services/Strategies
- Reactive Services/Strategies
- Cultural change and practices
- Measurement

Present quarterly back to all on progress and keep momentum for the long term

# Final Poll 9: The way forward

Answer the final poll if you are interested in contributing to or supporting this work

Choose one:

1. Interested in contributing to Proactive Services/Strategies
2. Interested in contributing to Reactive Services/Strategies
3. Interested in contributing to Cultural change and practices
4. Interested in contributing to Measurement
5. Keep me informed so I can support in other ways



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Q&A