

# PROVIDING MENTAL HEALTH AND SUICIDE PREVENTION LITERACY

## BLUEPRINT FOR BETTER MENTAL HEALTH IN THE BUILDING AND CONSTRUCTION INDUSTRY.



### HOW CAN YOU PROVIDE MENTAL HEALTH AND SUICIDE PREVENTION AND LITERACY ON SITE?

#### INFORMATION

Including a mental health awareness module in on-site health and safety inductions and displaying information, posters and flyers about mental health and suicide prevention on site are vital to improving mental health and reducing suicide rates.

#### SUPERVISOR TRAINING

Training supervisors in mental health and suicide prevention so they can emphasise and encourage tolerance, understanding and support is vital. Supervisory staff should be trained in anti-discrimination legislation and obligations.

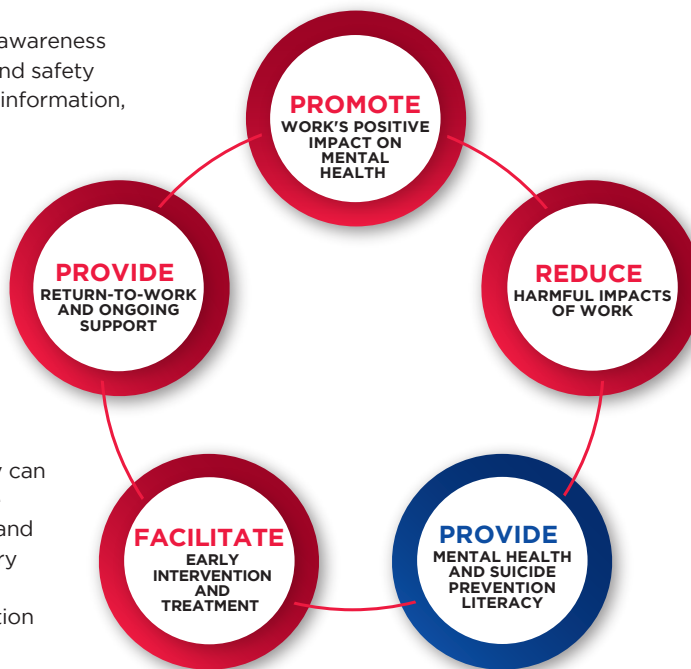
#### WORKFORCE TRAINING

Workplace training should include:

- Providing mental health awareness information and training for staff.
- Establishing a peer-based support system onsite
- Conducting awareness toolbox talks
- Participating in awareness days to involve the workforce in activities that increase awareness.

#### PEER SUPPORT MEETINGS

Sites implementing programs such as MATES in Construction and Incolink will facilitate meetings where the workforce can actively participate in and develop localised messages.



#### DIVERSITY

Workplaces should ensure diversity to encourage the acceptance of differing ethnicities, sexual or gender orientation, mental-health status and disabilities to the largest practicable extent.

#### EXTERNAL SPEAKER

An industry peer speaking about their own experience of poor mental health and recovery can be a powerful method to reduce stigma and promote conversations about mental health and suicide.

### ENDING THE STIGMA

Suicide and mental health are arguably among the most stigmatised topics in the industry. These stigmas can prevent people from both seeking and offering help.

Typically, stigma further isolates and disconnects individuals experiencing poor mental health. Reluctance to discuss the topics of mental health and suicide means that many people don't know about the signs and indicators that a person is mentally stressed or considering suicide.

Evidence demonstrates that greater awareness and education about mental health issues can facilitate help-seeking behaviour. Targeted information can break down stigma and normalise discussion of these topics. Awareness can also create a sense of community around supporting and helping people experiencing mental stress, and this in turn can influence workplace culture and environment.

Mental health and suicide prevention literacy can also be increased by contact and conversation with individuals who have experienced poor mental health or suicide risk. A diverse workplace can be a tolerant workplace, and a tolerant workplace is a more supportive workplace.

### IMPLEMENTING THE BLUEPRINT

This fact sheet has been developed in consultation with industry partners implementing the Blueprint for Better Mental Health. MATES in Construction have an Industry Engagement Coordinator who can meet with you to work through

activities or actions that your company or business can do to implement the Blueprint either on site or throughout your organisation.

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