**Key findings**

* + **104 responses received from building and construction companies operating in Australia**
	+ **93 responses from WHS Accreditation Scheme accredited builders**
	+ **53% of companies currently use an Employee Assistance Program (EAP) to help address mental health**
	+ **30% of companies engage not for profit suicide prevention organisations to discuss mental health with staff**

**OFSC 2021 Mental Health Survey**



***What initiatives are being implemented to address mental health in the workplace?***

**53% of companies have an active EAP which is available to staff and their families when they need support**

**38% run workshops and programs addressing mental health**

**23% have trained mental health first aid officers available to support staff**

**26% of companies actively manage rosters to ensure staff are not working excessive overtime hours**

**24% of companies have introduced flexible working arrangements**

**23% discuss mental health with their staff at working groups and during toolbox talks**

**38% of companies engage in informal discussions with staff as a way to monitor mental health**

**24% conduct regular mental health surveys with their employees**

**13% monitor its staff usage of their EAP**

**13% discuss mental health during formal reviews**

***What strategies have companies implemented to reduce mental health stressors of its staff?***

***How are companies monitoring the mental health of their workforce?***