



# OFSC 2021 Mental Health Survey

## Key findings

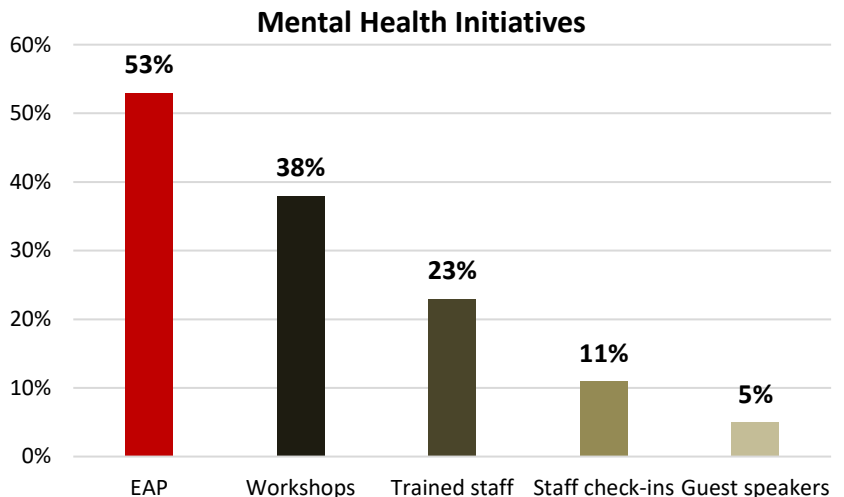
- ❖ 104 responses received from building and construction companies operating in Australia
- ❖ 93 responses from WHS Accreditation Scheme accredited builders
- ❖ 53% of companies currently use an Employee Assistance Program (EAP) to help address mental health
- ❖ 30% of companies engage not for profit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

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

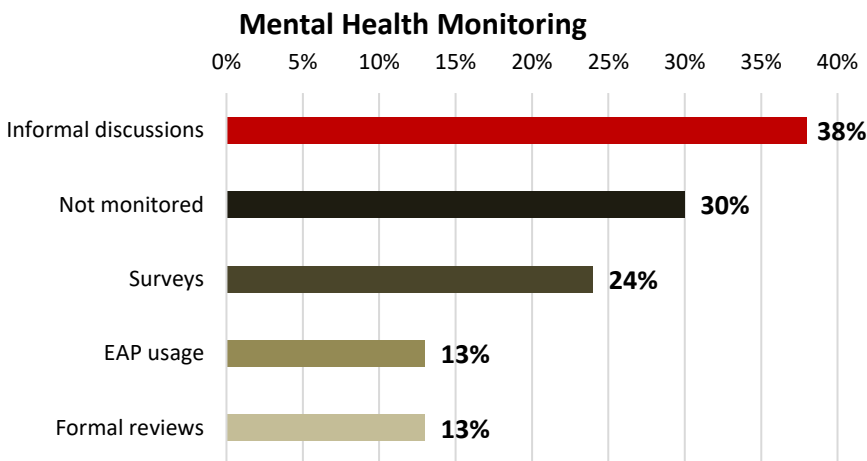
53% of companies have an active EAP which is available to staff and their families when they need support

38% run workshops and programs addressing mental health

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



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



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?

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

