

MENTAL HEALTH AND WELLBEING

APPLICATION IN THE CONSTRUCTION INDUSTRY

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AGENDA

- Introduction to Mental Health
- Mental Health in Construction Industry
- Best Practises – Ramboll Case Study
- Supporting Ourselves and Others
- Tips - Self Improvement

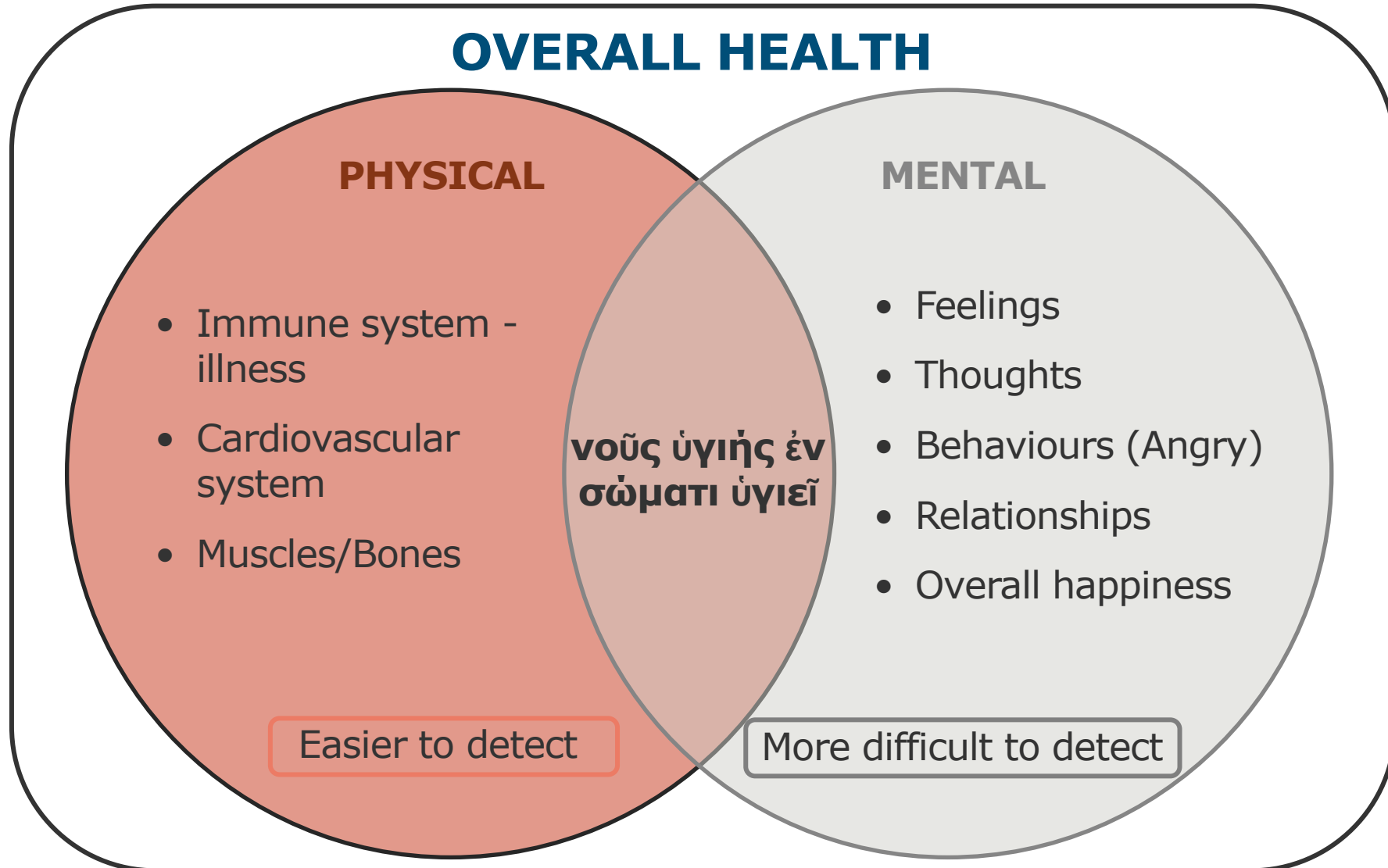
DEFINITION

"A state of well-being in which every individual realises his/her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his/her community".

Definition: World Health Organisation (WHO)



PHYSICAL VS MENTAL HEALTH



THE SCALE OF THE PROBLEM

- “1 in 4 people will be affected by mental disorder at some point in their lives”¹
- “150 million people in Europe live with a mental health condition” ~ 20% of Europe’s population”²
- “3 adolescent (ages 10-19) lives are lost from suicide because of mental health difficulties in Europe every single day”³



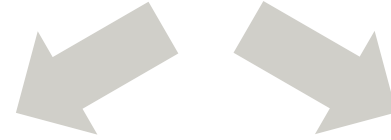
VERY COMMON IN OUR SOCIETY – WE SHOULD BRING IT FORWARD

References:

1. United Nations News, 2001. [Cited: March 2023]. Available from: <https://news.un.org/en/story/2001/10/16612#:~:text=Reporting%20that%20one%20in%20four,respond%20to%20this%20pervasive%20problem.>
2. WHO - The Pan-European Mental Health Coalition, 2021. [Cited: March 2023]. Available from: <https://www.who.int/europe/initiatives/the-pan-european-mental-health-coalition>.
3. UNICEF -The State of the World's Children Report, 2021. [Cited: March 2023]. Available from: <https://www.unicef.org/eu/media/2021/file/State%20of%20the%20World's%20Children%202021.pdf>

MENTAL ILLNESS VS MENTAL FITNESS

MENTAL HEALTH



MENTAL ILLNESS

- Diagnosable condition - disorder
- Chronic in nature, at least 2-3 weeks with no improvement
- Requires specific treatment
- Most common:
 - Anxiety Disorder, Depression, Bipolar Disorder, Schizophrenia



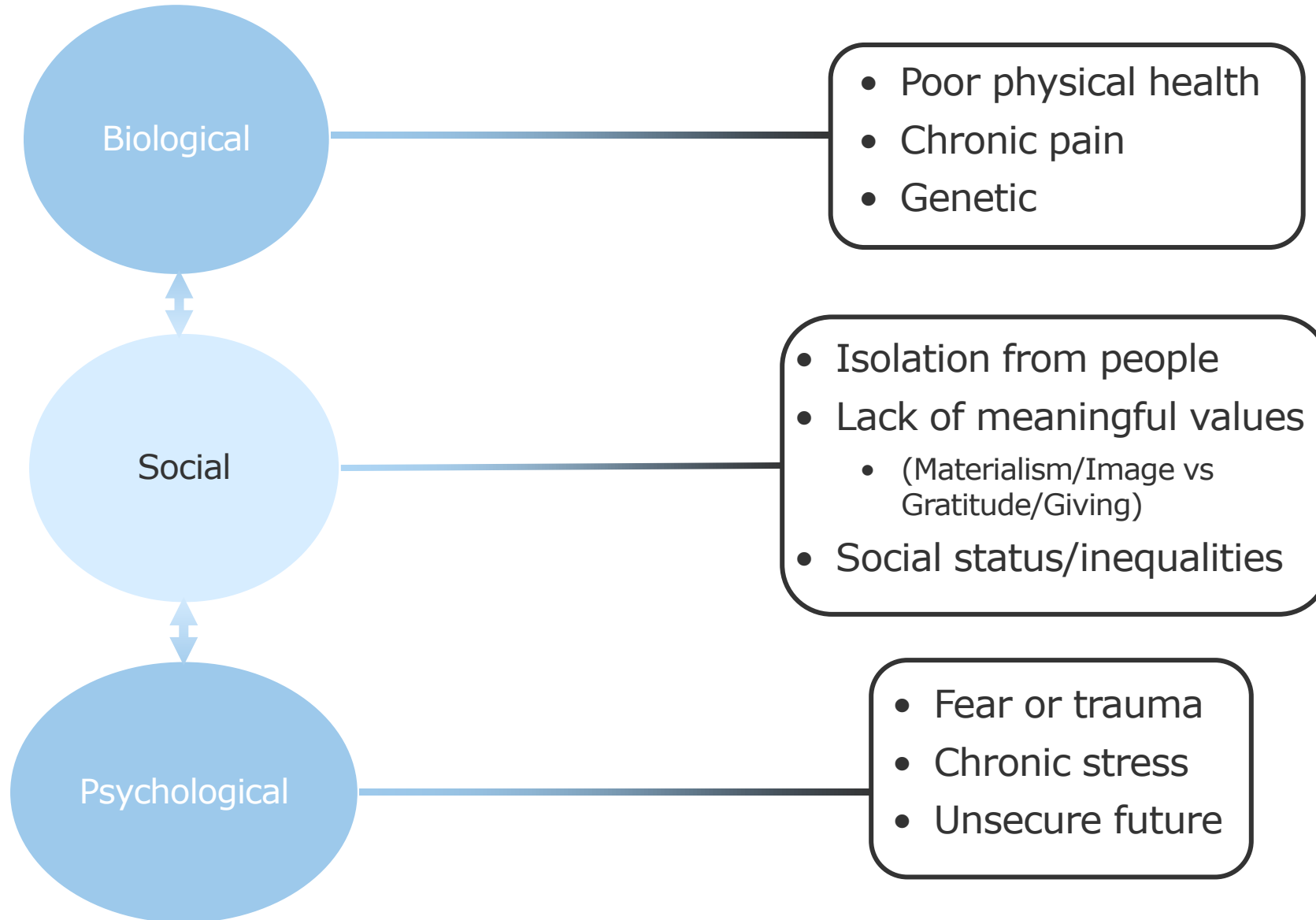
MENTAL FITNESS

- Feelings: happy, calm, confident
- Cope with daily stress
- Energy levels
- Positive mindset
- Ability to be productive



APPLIES TO EVERYONE

CAUSES OF MENTAL HEALTH ISSUES



THE ISSUE IN THE CONSTRUCTION INDUSTRY



“Suicide Rate in Construction Sector 4X more than UK National Average”.³

References:

1. Lighthouse Club, Construction Suicide Rate Increase in 2021, 2022. [Cited March 2023]. Available from: <https://www.lighthouseclub.org/ons-statistics-show-construction-suicide-rate-increase-in-2021/>
2. Health and Safety Executive (HSE), Construction statistics in Great Britain, 2022. [Cited March 2023]. Available from: <https://www.hse.gov.uk/statistics/industry/construction.pdf>
3. The construction Index UK, Construction suicides keep rising, 2022 [Cited March 2023]. Available from: <https://www.theconstructionindex.co.uk/news/view/construction-suicides-keep-rising>

CAUSES OF MENTAL STRESS IN CONSTRUCTION

- Tight deadlines & long working hours
- Financial stress or job security
- Physical Injury (back injury) – Inability to work
- Macho culture – Stigma: Prevent workers from seeking help
- Language barrier
- Away from home/family
- Substance abuse: Alcohol/Smoking



Poor health and safety measures

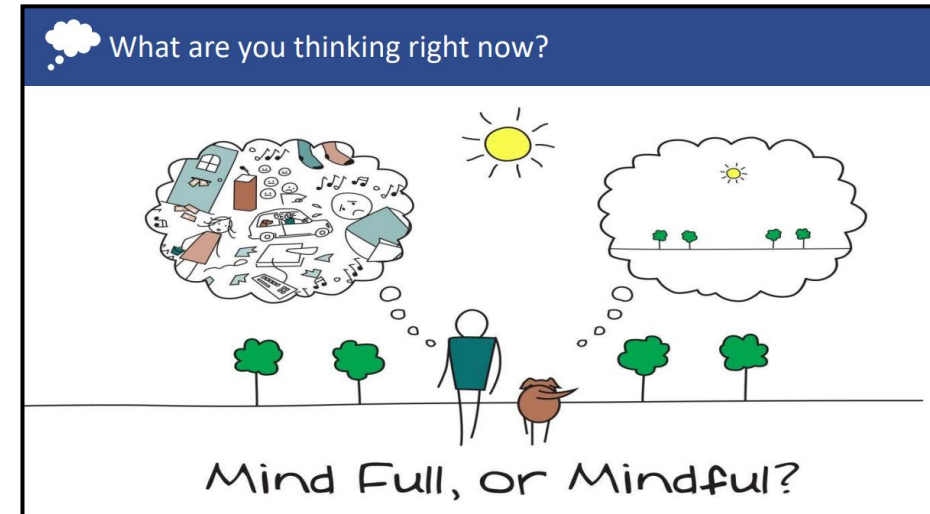
RAMBOLL – WHO WE ARE

- World leading engineering consultancy company.
- 18,000 employees.
- Presence in more than 35 countries.
- Founded in 1945 in Copenhagen – Danish heritage.
- People centric culture/values.



WHAT DO WE AT RAMBOLL DO?

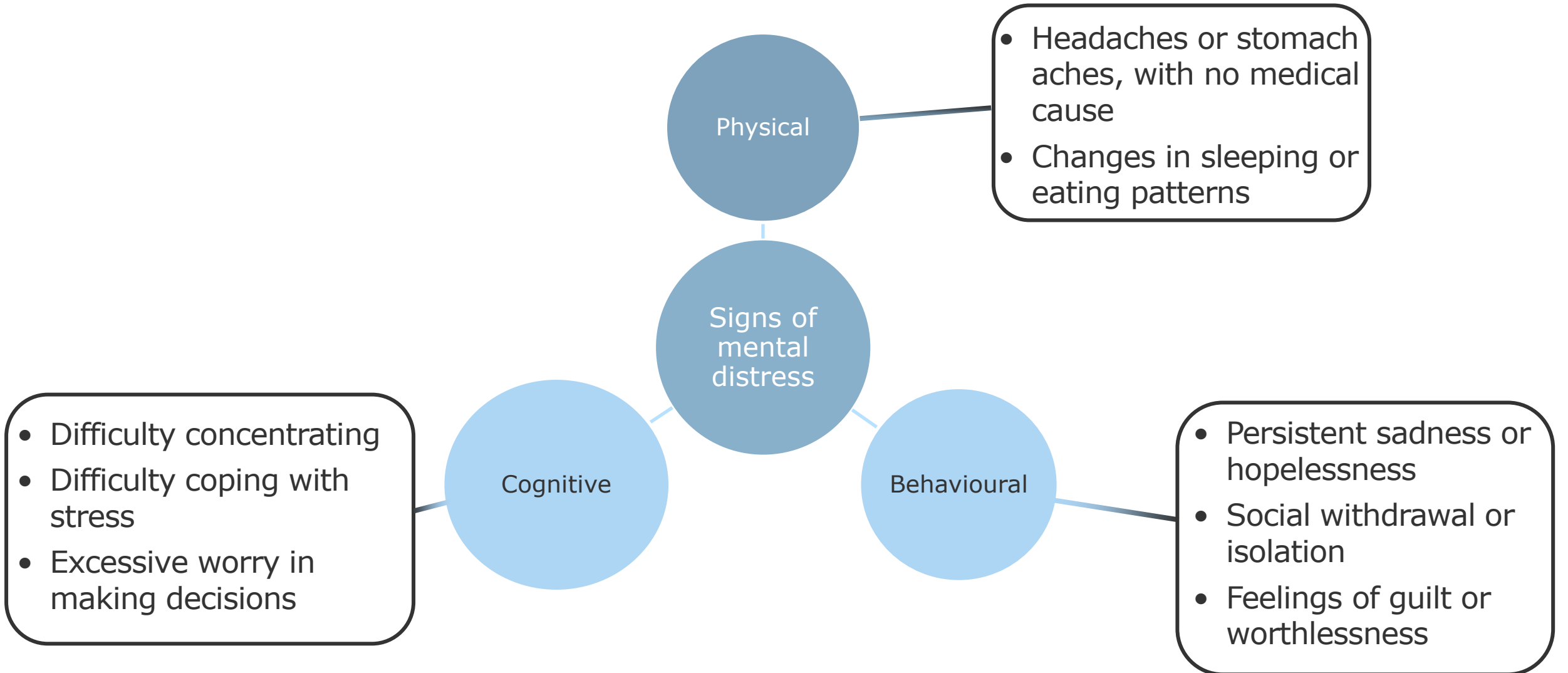
- Company policies:
 - Equality, Diversity and Inclusion
 - Flexible working
- Raise Awareness
 - Mental Health Awareness week
 - Meetings: H&S moments
- Culture – Safe to discuss mental health
- Opportunities for Development
- Employees feedback – Improving Metrics
- Training – Mental Health First Aiders
- Access to Confidential Counselling Services



Health and Safety Moment: Mindfulness

**BEHAVIOURS ARE BUILT THROUGH CONSISTENT EFFORT.
TOP MANAGEMENT MUST BE THE ROLE MODELS.**

ASSESS: INITIAL SIGNS AND SYMPTOMS



ELIMINATE THE STIGMA

“70-75% OF PEOPLE WITH DIAGNOSABLE MENTAL ILLNESS RECEIVE NO TREATMENT AT ALL”¹.

- Encourage/initiate the conversation
- Empathy – Put yourself in other people’s shoes
- Provide support and information – Not instructions
- Encourage professional help
- Seeking help is not a weakness but a sign of strength
- Step up to incorrect behaviours

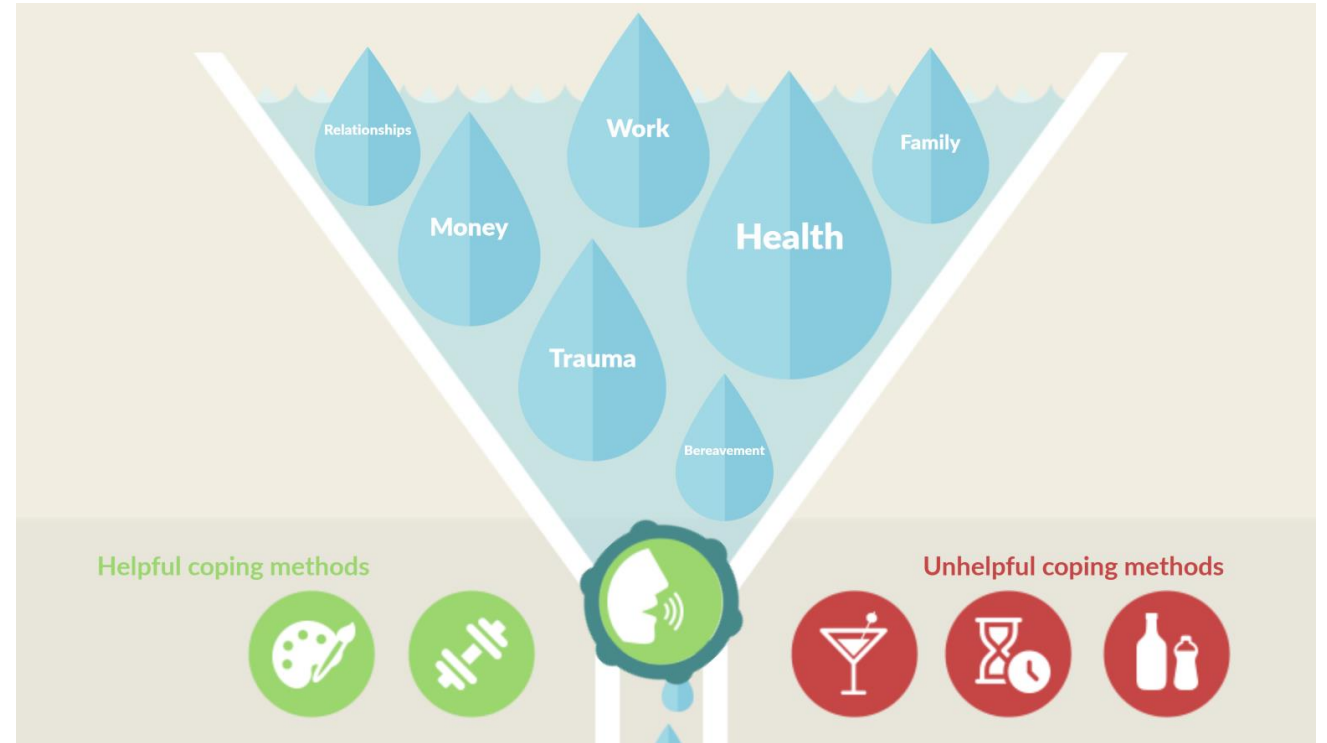


References:

1. Mental Health First Aid England, The impact of mental ill health, 2020. [Cited March 2023]. Available from: <https://mhfaengland.org/mhfa-centre/research-and-evaluation/mental-health-statistics/>

ENHANCING OUR MENTAL FITNESS

- Balanced Schedule - Routine
 - Sleep
 - Exercise & Diet
- Make health our No.1 priority
- Practice mindfulness – Assess ourselves for the signs
- Reconnect with people and nature



The stress container concept