



MATES in Construction

On-Site



CONNECTORS PUT ROSES IN THE OCEAN

on World Suicide Prevention Day

The BBQ Breakfast in the Park we hosted on World Suicide Prevention Day was a great success with 50 construction workers and supporters there to show appreciation of the vital role Connectors play in preventing suicide on sites.

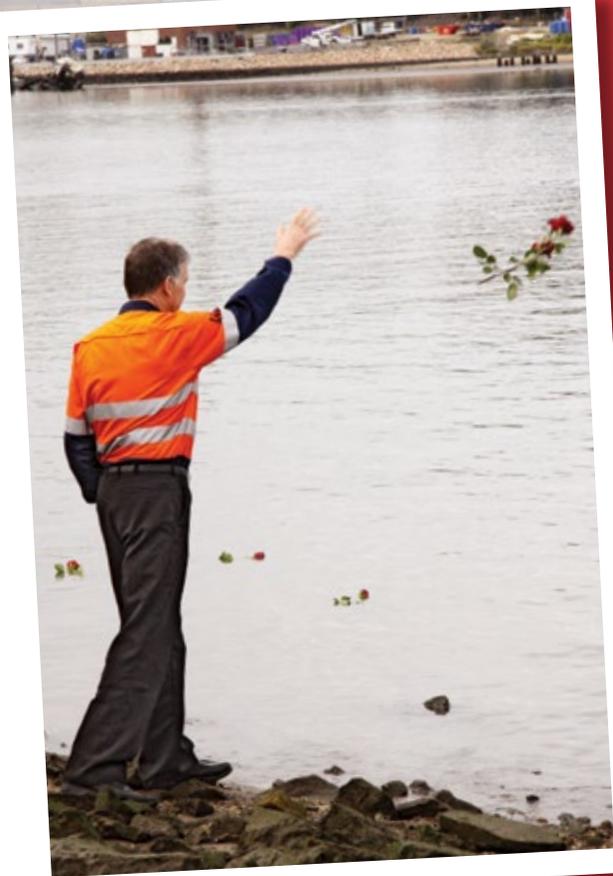
Senator Hon Claire Moore MP also kindly attended to support the event, with the BUSSQ Building Super bus supplying the snags and supporting the event. Kristiann of BUSSQ is also a Connector. Kristiann, we thank you and BUSSQ for your continued support of the MATES program and for turning up at 5.30am to put on sausages and bread! It was enjoyed by all.

Suicide prevention organisation Roses in the Ocean QLD were our

co-organisers at this event providing fresh fruit, cakes and information. Founder Bronwen Edwards also shared her personal experience of losing her brother to suicide. The purpose behind putting Roses in the Ocean to symbolise reaching out to the people who find it hard to reach out to us. Bronwen, thank you very much for supporting this event and sharing your story with all of us, making it a memorable morning.

This is to be an annual event and provides an opportunity to meet with other Connectors and enjoy breakfast and coffee before work.

Thank you to our Connectors and all those who participated and supported this event!



THOSE WHO ATTENDED WERE ABLE TO PUT ROSES IN THE RIVER TO SYMBOLISE THE IMPORTANCE OF LIFE AND SUICIDE PREVENTION.

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NEW CONNECTOR HELPS HER WORKMATES



Working at Condabri in South West Queensland, Suzi Thomas went through the MATES' Connector training and after only three months has already helped out three people who were struggling with thoughts of suicide or doing it tough with life issues.

The reason Suzi volunteered to become a Connector she said was because she had been in a situation several times over a six month period where workmates had threatened self-harm.

"I found the Connector training to be really honest, eye-opening and true to real life," Suzi said.

After the training Suzi was able to notice the three people she helped as they seemed 'down, unusually tired and generally not happy with things day to day.'

"I chose a quiet moment to ask the person how they are really doing," she said.

"I asked if they had ever thought about talking to someone about it and whether they were thinking about suicide."

When the person said they were thinking about suicide Suzi then offered to call MATES in Construction with them to arrange an appointment for further support and was able to hook them up to help through the 1300 helpline straight away (1300 642 111 24/7).

"In another situation, we ensured we got that person home with their family within a couple of hours," she said.

"I love the concept [of the MATES program] and how it has really grown.

"I also love the fact that it's not 'taboo' any more to talk about this [suicide].

"MATES in Construction taught me that it's OK to ask the question: 'Are you thinking of suicide?' and I now have the confidence to ask that question and connect people to help."

Suzi is a Personal Assistant for the Deputy Project Director at Laing O'Rourke on the APLNG (Gas) Project, Condabri, Qld. She has been with Laing O'Rourke for just over a year and in the Construction Industry for two and a half years.

QLD AWARD WIN!

As this issue of On Site goes to print, MATES have just received two accolades at the QLD Safe Work Awards 2013.

Highly Commended under Category 6 Best Workplace Health & Well-being initiative AND a Commended under Category 7 Best Demonstrated Leadership in Work Health & Safety.

Give yourselves a pat on the back as it is recognition of all of us in the construction industry, not just the MATES team, which makes this an effective suicide prevention program.



CONGRATULATIONS QLD CONSTRUCTION INDUSTRY! WORKING TOGETHER WE ARE HELPING OUR SITES AND WORKPLACES TO BE SAFER AND HEALTHIER!

SA

PRINCIPAL SPONSOR:



CFMEU SA SUPPORTS MATES PROGRAM

According to Greg Warner (AKA Mario) a Delegate from Wyalla CFMEU SA, 'the more people who get on board with the MATES program, the less suicide there will be and the happier the world will be.'

Recently Mario helped a man who had attempted suicide drawing on the MATES suicide first aid ASIST (Applied Suicide Intervention Skills Training) skills he had just learned.

"I rang him, then went and saw him in hospital and several other visits; I can really credit the MATES training (Connector and ASIST) for helping me cope - without it I would not have been able to do it," he said.

"It put me in really good stead and MATES deserve full kudos for the training.

Mario also said that putting the MATES training into place on sites has been really successful and provided him with another tool to use in his job.

"It has made me a better person and I feel indebted to MATES – I really appreciate all that you guys do," he said.

Mario's working hard on construction sites in SA to encourage more socialising and making talking less taboo.

EDITORS NOTE: *A big thank you to Mario from all the team at MATES for the excellent feedback about the program and the work you are doing to support it. You became our number one champion and speaking with you made this writer's day!*

THE SA TEAM



THE SA TEAM FRONT: SNOWY (GRANT) DAY (FIELD OFFICER), BOB CLIFFORD (FIELD OFFICER), MICHELLE BROWN (CEO). BACK: LAURA MCALLISTER (ADMINISTRATOR) LIZ RODDA (CASE MANAGER)

WELCOME BOB!

In SA we have just appointed a self-proclaimed 'Rock God' to the role of Field Officer.

We welcome Bob Clifford to the team. Having started with us two months ago he has hit the ground running taking several GAT sessions in Adelaide and while following up a Connector training session completed a suicide intervention, putting his recent ASIST (suicide first aid) training into practice. He said he really didn't think he would have been able to help as well without it.

As well as playing in the Fleetwood Mac tribute band, Tusk, Bob has a personal interest in the wellbeing and mental health of the SA construction industry having managed staff who had thoughts of suicide, marriage break-ups and other issues during his 40 year printing career. After being made redundant as General Manger of one of Australia's largest printers he felt strongly about getting into a community role to expand his experiences.

Bob said that he has 'loved every minute' of his work with MATES so far and is excited about getting several group training organisations and Registered Training Organisations in SA involved with the MATES program very shortly.

WELCOME BACK SNOWY! (GRANT DAY, FIELD OFFICER)

After three months compassionate leave, we welcome back Snowy to the MATES team on a part time basis three days a week.

A NEW FIELD OFFICER'S TAKE ON DOING ASIST

(APPLIED SUICIDE INTERVENTION SKILLS TRAINING) By Bob Clifford, Field Officer SA

Part of my steep learning curve as a new Field Officer at MATES has been to attend an ASIST suicide first aid course (Applied Suicide Intervention Skills Training).

ASIST took me to places I had not considered and shattered (in a good way) my perception that I could fix anything like 'here's the problem and this is what we will do to fix it attitude.' I now know this is a typical, deeply entrenched MAN viewpoint.

How wrong could I have been?! The training really highlighted that it is more about listening and letting the person who is having thoughts of suicide talk through what's going on for

them, letting them be in charge and not trying to 'fix them' but getting permission from them and their full participation and agreement on taking next steps to keep safe and making a plan to seek help.

To anyone considering doing the ASIST training and wondering, 'would it really help me OR do I really need it?' the answer is a resounding YES! I found I did indeed have the skills brought to light by John and Godfrey and was able to keep someone safe that was doing it really tough.

For the next ASIST dates, visit the MATES website matesinconstruction.org.au





THE LAING O'ROURKE WORKERS AT KOORAGANG ISLAND

LAING O'ROURKE COLLECTS MONEY FOR MATES

Laing O'Rourke workers on the Kooragang Island decided to do bucket collections for MATES in Construction at each of their onsite BBQ's. With only a small workforce of around 20, in the last few months the boys have raised in excess of \$2,000 to help MATES deliver its Suicide Prevention program.

Great achievement and a big thank you!

Shaun Lawson, Project Leader said: "the program has had some good spin offs too, it has highlighted the need to create a culture on the project where we look after each other in whatever way possible."

PROGRESS ROLLING OUT MATES PROGRAM IN NSW

Since March 2013 in NSW almost 4,000 workers have done our General Awareness Training (GAT) and nearly 300 have finished Connector training, making them 'suicide alert' helpers. Thirty three people have also done the Applied Suicide Intervention Skills Training (ASIST suicide first aid).



STEVE LOBB

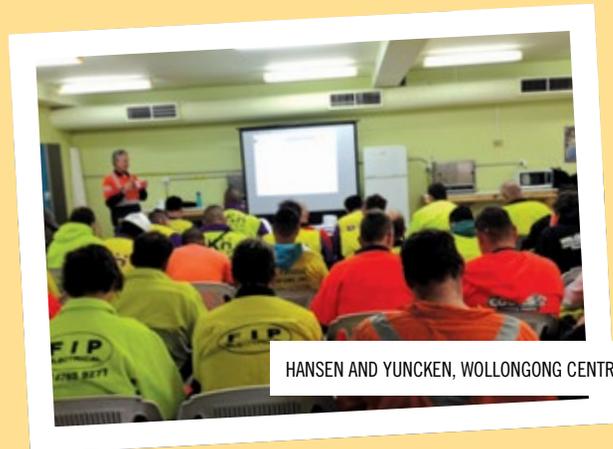
MATES NSW have had 42 people under case management and 148 workers have requested a call back from MATES staff following our training. The support in NSW for the program from management and the workers has exceeded all expectations.

MATES NSW welcomes second Field Officer Steve Lobb.

While working as a delegate, safety officer, union official, Cbus Coordinator and at Mend Rehabilitation Services he has always wanted to help construction workers. This role at MATES really means a lot to him.

He has always wanted to help construction workers he said while working as a delegate, safety officer, union official, Cbus Coordinator and at Mend Rehabilitation Services, so this role at MATES really means a lot to him.

Steve's a busy man with a rewarding family life shared with his three children, one grandson and two granddaughters. He enjoys watching football, surfing and riding his cruiser.



HANSEN AND YUNCKEN, WOLLONGONG CENTRAL

THE FIRST MATES ACCREDITED SITE: WHICH ONE WILL IT BE?

Before the end of 2013 NSW will have its first MATES accredited site. To get MATES Accreditation, a site must maintain a minimum 80% of its workforce as General Awareness Trained, have a minimum of 1 Connector for every 20 workers and access to an ASIST worker.

Two sites are in the running to be the first MATES NSW Accredited site, the Hansen and Yuncken Wollongong Central site and the Lend Lease Chau Chak site at Ultimo.

You will have to wait till the next issue of On Site to find out who was the first NSW accredited site.



PHOTO: SERGIO DEL BORRELLO (MIC WA), JAYDEN LAMERA, MARK PARISH AND COLIN WESTBROOK (PERKINS BUILDERS), SHANNON BARNES (MIC WA).



THE BOYS FROM THE MUNDARING WATER TREATMENT PLANT SITE INTERESTED IN IMPROVING SAFETY IN THEIR COMMUNITY.

MATES Accredited Sites in WA

MATES in Construction WA has been operating for 18 months and we are proud of what the WA industry has achieved in this time and would like to share this success with you.

The best way to do this is to give recognition to those sites in WA that have put worker welfare first, working hard to gain MATES accreditation.

Well done to those sites that are mid-way through accreditation too, keep it up!

Congratulations to all of you who support the program and help make your site a safer place to be!

COMPANIES	SITES
Monadelphous	Transfer Station at Shenton Park
Doric	QE II Institute of Medica Research
Whittens Group	Head Office
BGC Modular Yard	Cannington
Brookfield Multiplex	Brookfield Place City Square
Probuild	QE II Car Park
Mirvac	Old Treasury Building Perth
Perkins Builders	South West College of TAFE
Brookfield Multiplex	Fiona Stanley Hospital
Perkins Builders	Perkins Head Office
John Holland	Wheatstone CVBU
CFMEU	Head Office Perth
Westone	City Lights Apartments
Broad	Work//Zone
Brookfield Multiplex	Mundaring Water Treatment Plant
Pindan Contracting	Head Office
Perkins Builders	South West Health Campus
BGC Contracting	Karratha Depot

PERKINS BUILDERS PUT THEIR MATES FIRST

Perkins Builders has won the race to become the first builder in the South West to be officially MATES in Construction Accredited.

Perkins' Head Office in Bunbury and South West College of TAFE are the sites that have decided to build strength and resilience into their people as well as their buildings.

Perkins Builders were looking to strengthen their occupational health and safety systems by implementing the MATES program. The focus of the program is all about 'mates helping mates' and in as little as an hour, workers learn to identify signs when a workmate is going through a tough time and how to connect them with professional help.

"One worker came to us after training and said something we sadly often hear 'it's about time we had a program like this. In the last 12 months I've had four mates suicide.' The number of people affected by these deaths was massive," MATES WA Field Officer Shannon Barnes said.

"I fully support the MATES program and expect other builder's will too once they experience the benefits our workers and our company have," Mark Parish, Perkins Builders General Manager said.

SUPPORT VISITS AFTER SITE TRAUMA



WA builder 'Diploma' called on MATES WA to visit and speak with workers after a waterspout ripped through a construction site in Coogee.

MATES ensured all workers were offered support and could speak about their experience during a series of site visits. The relief of the workers sharing their stories with their mates was obvious. It was agreed the site visits and discussions were very helpful with assisting workers returning to work.

The unusual natural phenomenon lifted scaffolding and formwork ready for a concrete pour and threw them around like matchsticks all over the site. Two workers were hospitalised with serious injuries and four others for treatment and observation.

There were stories of heroic action being taken and people looking out for each other all over the site. Some spoke of how they ran for their lives in fear, feeling guilty at not being able to assist their fellow mates, and worrying about their families. Others hid inside dongas, battered by the wind with nowhere to hide.

QLD

PRINCIPAL SPONSOR:



SUPPORTED BY:



WANT TO BE A CONNECTOR? MIXED WORKSHOP AT MATES OFFICE

If you are interested in doing Connector training or a refresher, please get in touch with our office and join a mixed workshop we will run about every three months. These mixed Connector workshops have been started for those who may be unable to attend a site session for whatever reason. They also provide a good networking opportunity. Please spread the word with your contacts.



HOW TO REGISTER YOUR INTEREST

Phone us: 07 3833 1140

Email us:

information@matesinconstruction.org.au



RUTH PRESENTING DAVID CALDWELL, SITE MANAGER, BECHTEL WITH CERTIFICATE.

HAY POINT ACCREDITATION

In August, the Bechtel Hay Point new loading dock site (Expansion Phase 3) became fully MATES accredited. With more than 1,000 workers on site, quite a few people volunteered to do the Connector part of the MATES program. One of the new Connectors had this feedback about the training:

"I found this very informative and would highly recommend it to everyone in the construction industry." Others said they found the Connector workshop really helpful as it gave them an understanding of what could happen when someone is struggling and what to do.

Thank you to Clare Lawrence for the excellent support on this site and for the great feedback of we've been getting from workers at Hay Point. Congratulations on this achievement and for looking out for your mates on site and in your community!

GENERAL AWARENESS TRAINING AT MEGA BUNNINGS DEVELOPMENT SITE

MATES started working at the Port of Brisbane Bunnings site with Matrix in August delivering General Awareness Training to 50-60 workers.

What surprised the MATES team was the fundraising BBQ the guys and gals put on with gold coin donation for MATES in Construction. THANK YOU MATRIX!

The 7.65 hectare property will be developed by the Port of Brisbane Pty Ltd (PBPL) and is due for completion in late 2013, with an expected value of approximately \$45 million.

Over 3,500 permanent positions are expected to be created for Queenslanders from this development and over 5,000 additional jobs during the construction phase.

The site is not yet MATES accredited with Connectors and ASIST (suicide first aid) workers in place, but it is hoped the program will be fully implemented at this site.



FLY-IN-FLY-OUT & DRIVE-IN-DRIVE-OUT WORKER SUPPORT STUDY

KEY RECOMMENDATIONS FROM THE RESEARCH INCLUDE:

- Developing supports that focus on increasing help-seeking behaviour with FIFO populations
- Developing targeted supports
- Pre-employment services: what to expect from FIFO and how to cope
- Ongoing post-employment support services that reduce stigma and address mental health literacy and coping
- Addressing organisational culture

Recent research into FIFO / DIDO worker supports from the Edith Cowan University has shown that one in five workers claimed their industry did not have on site mental health or onsite counselling facilities. One in ten also reported that their industry didn't have an Employment Assistance Program.

There were 924 FIFO/DIDO respondents from sites in WA, mostly men (81.2%) and about 80% under the age of 49. Some highlights from the survey findings are below:

- Most workers had little knowledge of the realities of FIFO work before starting
- The number one stress of FIFO work was family/home separation
- A significant dimension of stress on family / home separation related to FIFO rosters
- Longer periods at work were more stressful particularly for workers with young children
- Long day/night sifts disrupted sleep and led to fatigue
- Accommodation and work conditions on site a significant stress factor
- A 'suck it up princes, you just do it' approach to FIFO role and coping
- Maintaining communication with family and friendly highlight regarded as coping tool
- A large number of FIFO workers spoke of using alcohol and/or illicit drugs to manage disrupted sleep and stress
- Barriers to help seeking were linked to stigma around accessing support and appearing 'soft.'
- Another barrier to accessing support was structural with many sites lacking the communication coverage to support current services like phone counselling.
- FIFO workers reported benefits like high remuneration and the opportunity to spend quality time with

family during periods at home.

For a full PDF copy of the report visit the Lifeline WA website or Google: "FIFO/DIDO Mental Health Research Report 2013."

WHAT DO YOU THINK?

Let us know what you think of this research and how MATES are working to address such issues. Please email information@matesinconstruction.org.au

EDITOR'S NOTE: *Those interviewed for this research were from non-MATES accredited sites in WA. In the Surat Basin QLD much has been achieved in terms of addressing some of the recommendations from this research including increasing suicide awareness and rolling out the MATES program in full, (General Awareness, Connector and ASIST) and generating peer to peer and professional supports for workers.*

MATES and Construction Skills Queensland (CSQ) form Industry Alliance

We are very pleased to announce that MATES have formed an alliance with CSQ, in a further effort to make a difference in promoting the positive mental health and wellbeing of industry workers.

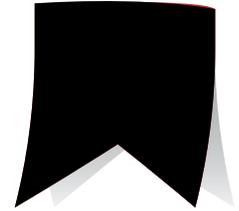
CSQ has been a long term supporter of MATES - its support helps us to deliver training and awareness programs and resources to

connect and assist at risk workers. This year they are also a major supporter of our annual fundraising charity lunch in October.

Industry partnerships like this not only spread the word about MATES, but also support our ongoing work in improving the mental health and wellbeing in our industry.

Workers interested in accessing industry funded training support can contact CSQ on csq.org.au or phone 1800 798 488.

We would like to take this opportunity to thank CSQ for this support.



JOIN THE INDUSTRY PARTNERS PROGRAM

The MATES in Construction Industry Partner Program has been developed to provide opportunities for organisations like construction companies to demonstrate their support of MATES in Construction through financial contributions without compromising the independence of our organisation.

Levels of membership have been created to provide participating companies with national exposure that lifts the profile of their company, while supporting the work of MATES in suicide prevention and improving mental health and well-being of the Australian construction workers. For further information, please contact Ian Godbold, Marketing Manager on igodbold@matesinconstruction.org.au or 0407 843 912.

Know a company or organisation you think we should be partnering with? Please contact Marketing Manager Ian Godbold on igodbold@matesinconstruction.org.au or 0417 843 912.

Laing O'Rourke sponsors the cost of the printing and distribution of this newsletter "ON-SITE", which is delivered to construction sites in Queensland, New South Wales, South Australia and Western Australia.

We acknowledge and thank Laing O'Rourke for their support.



If you need help now, call our 24/7 help line **1300 MIC 111 (1300 642 111)**
 Or call **000** to be connected to emergency services.
 For Lifeline phone support please call: **13 11 14**

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