



## **CASE STUDY – Graham Bam Healthcare Partnership – *Safeguarding the Mental Health of the Workforce***

Graham Bam Healthcare Partnership is a Joint Venture between Graham Construction and Bam Contractors Ltd, who are delivering strategic healthcare programmes and projects across Ireland.

At Graham Bam Healthcare Partnership we believe that promoting mental health in the workplace is essential for maximising the potential of our organisation, as prioritising mental health can improve physical health, social inclusion, productivity and of course, mental wellbeing.

With this in mind, Graham Bam Healthcare Partnership is committed to safeguarding the health and welfare of its employees. We recognise that as an organisation, we have a duty of care to protect the mental health and welfare of our employees whilst they are at work and ensuring that all our employees feel supported. Beyond our legal obligations, we wish to promote good mental health and wellbeing by providing healthy working environments and supporting our employees where possible.

### **Mental Health Policy**

Graham Bam Healthcare Partnership has developed a comprehensive Mental Health policy to promote good mental health and wellbeing at work. The five core objectives of our Mental Health policy are as follows:

- Providing employees with a basic understanding of mental health and wellbeing issues.
- Ensuring our senior staff and managers are able to identify mental health problems and deal positively with mental health issues in the workplace.
- Destigmatising mental health issues in the workplace and creating an open, non-discriminatory environment to work in.
- Promoting a workplace culture based on trust, confidentiality, support and mutual respect, which will allow employees with mental health issues to report difficulties without fear of discrimination.
- Monitoring data related to mental health and wellbeing.

In addition to these strategies, Graham Bam Healthcare Partnership will continuously assess and control where possible, factors in the workplace that may have a negative impact on an employee's mental health and wellbeing.

### **Charities and Organisations**

Graham Bam Healthcare Partnership invited the charity 'Lifeline' on site to speak to all our employees about the importance of mental health and wellbeing. The charity provided detailed information on the symptoms to look out for regarding poor mental health, the action to take if you think you, or a colleague might be suffering from a mental health issue and who to contact if you need further support and advice.

Likewise, in June 2018, we worked closely with 'Health Matters' during Men's Health Week. We invited Health Matters on site to provide our workforce with presentations, discussions and resources on important health issues, including: mental health and wellbeing, cancer, drugs and alcohol abuse and healthy eating, with the aim of encouraging the workforce to look after both their mental and physical health.

### **Raising Awareness**

At Graham Bam Healthcare Partnership, we believe it is important to educate our workforce about mental health. On our sites, we display a wide range of posters in our site canteens and welfare facilities about the issue of mental health and wellbeing. Some of our posters include helplines and weblinks to provide operatives with support, particularly if they are afraid to speak to a member of staff about their mental health issues.



We also have an online wellbeing portal for our workforce to use at work and at home. The portal has been developed to help manage the welfare of our workforce. By using this portal, our employees can make appointments with local support networks, gain access to local and national mental health and wellbeing services and access to additional resources including videos and further information.

All of our senior staff are educated on the signs of mental health and advised to look out for the signs of poor mental health in case a member of the workforce is suffering in silence. While the entire workforce is advised to complete the Considerate Constructors Scheme's 'Mental Health Awareness' e-learning course to improve their understanding of mental health and wellbeing.

### **On-Site Counselling Service**

On our sites, we have an on-site counselling service led by one of our trained mental health first aiders. Operatives are able to speak to our mental health first aider confidentially and discuss their worries, concerns and mental health problems.

The mental health first aider is specially trained to reassure employees and to provide them with the appropriate support and advice. The mental health first aider ensures to follow up these conversations to ensure that the persons involved have sought and received the support and assistance they need.

To date, we have helped employees with a range of mental health issues and personal problems, including suicidal thoughts, depression, self-harm, substance abuse, bereavement and debt issues.