

THE AUSTRALIAN CONSTRUCTION INDUSTRY

# BLUEPRINT

FOR BETTER MENTAL HEALTH AND  
SUICIDE PREVENTION

# 2025



## BLUEPRINT FOR BETTER MENTAL HEALTH AND SUICIDE PREVENTION

BUILDING MENTALLY HEALTHY  
WORKPLACES—TOGETHER WITH MATES

## BUILDING SAFER WORKPLACES

The building and construction industry has made impressive strides in managing physical safety. But there's a critical gap that still demands attention: mental health.

Construction workers face some of the highest rates of suicide and psychological distress of any sector. The pressures of high job demands, remote or isolated work, job insecurity, and unreasonable behaviour create psychosocial hazards that, when left unmanaged, can lead to serious impacts for individuals, teams and organisations.

With increasing regulatory pressure to address these risks, many organisations are asking: Where do we start?

### THE MATES BLUEPRINT PROGRAM — YOUR PARTNER FOR CHANGE

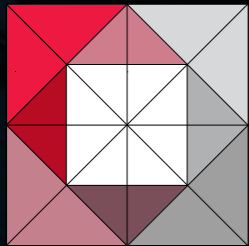
At MATES in Construction SA, we've spent years working alongside the people who build our communities. In 2025, thanks to funding from Preventive Health SA, we're launching our enhanced Blueprint Program — a structured, evidence-based initiative to help organisations build mentally healthier, safer workplaces.

This isn't a poster on the wall or a tick-box exercise. It's a hands-on program that includes:

- organisational audit to identify risks, gaps, and opportunities
- workforce survey to uncover psychosocial hazards and employee insights
- collaborative workshops to co-design strategies for your site or business

**And the best part? It's completely free.**

Whether you're a large contractor or a small enterprise, the Blueprint Program provides the tools, data, and expert support to drive meaningful change — and protect your most valuable asset: your people.



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# 15%

OF SUICIDES HAVE  
BEEN FOUND TO BE  
WORK RELATED.



# 8x

8X MORE LIKELY TO DIE  
BY SUICIDE THAN A  
WORKPLACE ACCIDENT



# ONE

CONSTRUCTION  
WORKER EVERY

# TWO DAYS

DIES BY SUICIDE



## MORE THAN SUICIDE PREVENTION

Through adopting the Blueprint framework, organisations can:

**Improve worker health:** Proactively prevent serious physical and mental health issues such as hypertension, heart disease, anxiety, depression, and immune system impairment. Reduce reliance on unhealthy coping mechanisms like substance abuse, poor diet, and disrupted sleep.

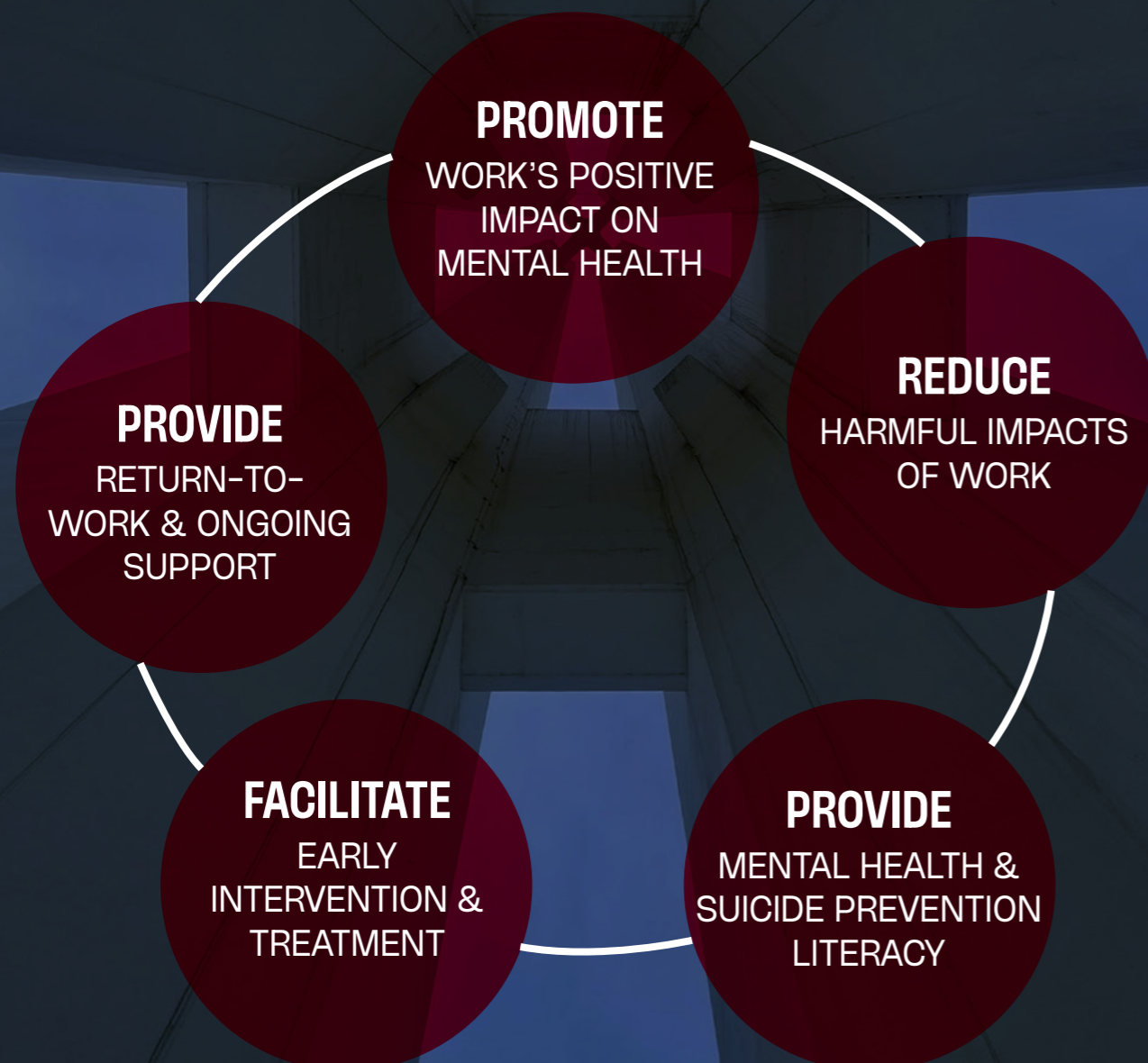
**Boost culture, moral and performance:** Foster a supportive and inclusive work environment that enhances job satisfaction, employee engagement, and retention. A healthier culture leads to stronger performance at the individual, team and organisational levels.

**Reduce risk and liability:** Meet evolving regulatory expectations while minimising legal and financial exposure. Address psychosocial hazards to reduce the likelihood of counterproductive workplace behaviour, including incivility, errors, and even fraud.

**Demonstrate Leadership and Responsibility:** Show your commitment to social responsibility and mental health. Organisations that prioritise wellbeing earn greater trust from employees, clients, and the broader community.

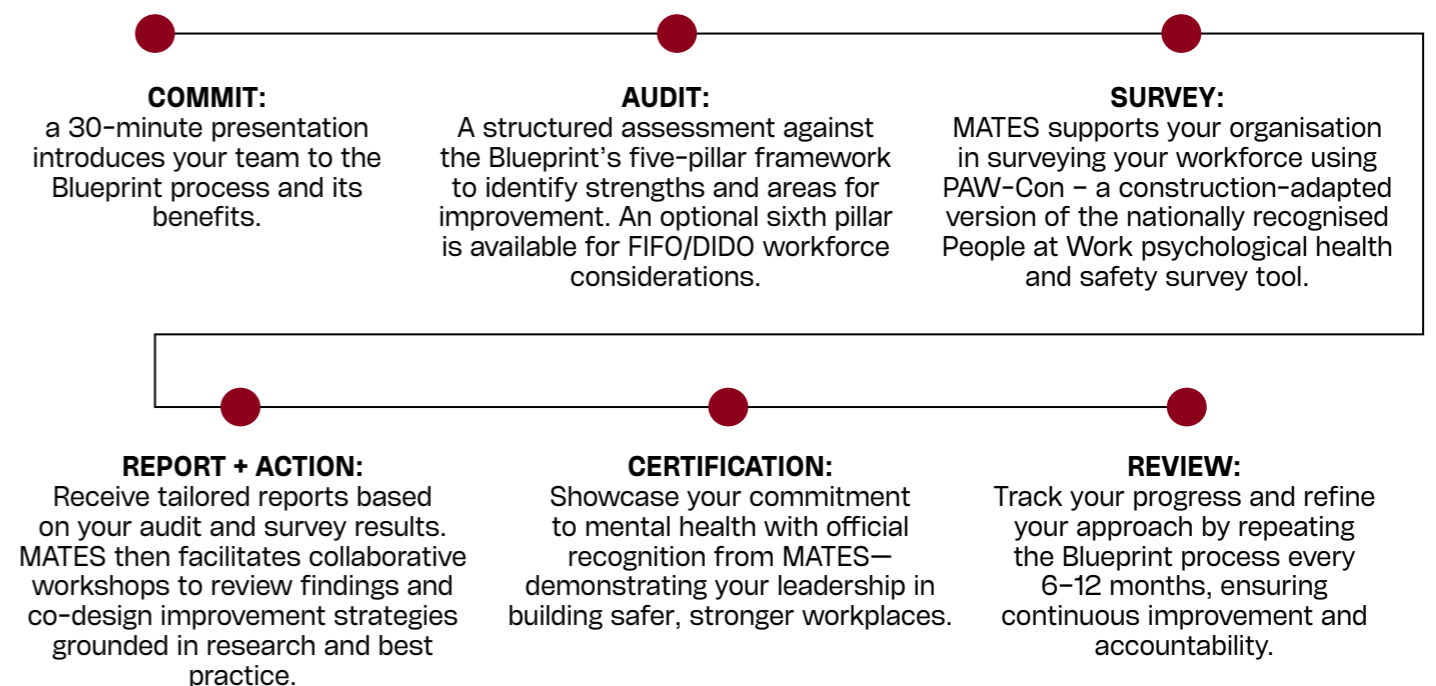
## BLUEPRINT 5 KEY Pillars

The Blueprint Program builds on a national, evidence-based framework for mentally healthy work that was developed by industry, for industry back in 2018. The five-pillar framework acknowledges that improving mental health outcomes requires more than isolated initiatives – it calls for an integrated, organisation-wide approach to create lasting change.



## HOW THE BLUEPRINT PROCESS WORKS

A structured, step-by-step journey



## HOW MATES HELPS – CASE STUDY

### The project – Rookwood Weir

- largest weir built in Australia in 70+ years
- 2.18 million hours over 3 years (2020 – 2023)
- 384 workers at peak, mostly FIFO/DIDO

### MATES' impact:

**Education and assessment:** Through a series of actions to build awareness about psychosocial hazards, open forums and the PAW-Con survey tool, MATES and the Rookwood Weir leadership team were able to identify the most impactful hazards affecting workers on site.

**Action:** This enabled the team to plan targeted interventions, including additional MATES training to ensure support for workers, as well as controls to reduce job demands and boost job resources.

**Results:** Control strategies were shown to be effective at reducing the demands experienced by workers and improving the available resources, enabling them to better cope with job demands.

**Comparison:** Rookwood Weir workers reported significantly fewer job demands and more job resources than other FIFO/DIDO sites.

[Read the full report here or scan the QR Code](#)



## DECREASE IN JOB DEMANDS

### Role Overload



### Role Conflict



Both demands **improved to low risk** following interventions.



## INCREASE IN JOB RESOURCES

### Job Control



### Change Consultation



### Praise and Recognition



### Co-worker Support



All four resources of concern significantly improved following interventions.

### Job Control



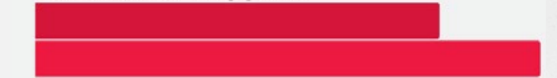
### Change Consultation



### Praise and Recognition



### Co-Worker Support



■ Time 2 (Pre-Intervention)  
■ Time 4 (Post-Intervention Follow Up)

## WHAT YOU GAIN

- Identify and manage psychosocial hazards and risks
- Enhance engagement, retention, and workplace culture
- Protect your workforce by addressing risks early
- Be publicly recognised as an organisation committed to better mental health and suicide prevention
- Meet obligations and codes of practice with confidence

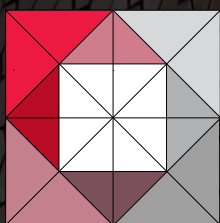
And most importantly, you're supported by MATES every step of the way—at no cost to your organisation.

“

The Blueprint gave us clarity on psychosocial risks and simple steps to protect our people. It's made a real difference to how our team feels supported.

– Shakira Silvestri, Lend Lease

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## FOR MORE INFORMATION

Find out how your business can be part of this change.  
Committing to the Blueprint is free.

Visit [www.constructionblueprint.com.au](http://www.constructionblueprint.com.au)



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