

**MENTAL**

**HEALTH**

**AWARENESS**

**IN**

**PROPERTY**

**SURVEY**

**RESULTS**

# SURVEY OVERVIEW

## Purpose

As mental health is increasingly prevalent in Australian workforces, Aptus wants to understand the extent of mental health illness in the property sector, the level of awareness and if employers are providing adequate support.

Aptus is going to up skill several of our staff to be qualified Mental Health First Aiders along with 10 of our clients from global consulting engineering firms to boutique engineer groups. This has prompted Aptus to run a survey over 2 weeks from 5/2 to 18/2 to promote the need for Mental Health First Aid (MHFA) training in the Property sector. We hope to encourage as many employers to train their staff in this area as well.

## What have we achieved?

We achieved our first goal - we got people talking (and sharing).

We want people who are suffering to have faith. We want them to believe that they are not alone, and that more people in the industry are acknowledging that workplace stress and pressure are resulting in mental health issues. We want to acknowledge that this happens far too often to many people, and often times have a long-lasting, severe impact on people's personal and professional lives. Most importantly, we want to make a difference.

## Thank you!

Thank you to those who took part. Your input has been very important to us and has helped us start discussions on mental health conditions in the workplace.



# GET MENTAL HEALTH FIRST AID (MHFA) CERTIFIED

## What does it mean to be MHFA certified?

Learn about the signs and symptoms of common and disabling mental health problems in adults, how to provide initial help, where and how to get professional help, what sort of help has been shown by research to be effective, and how to provide first aid in a crisis situation.

This is an educational course, to learn how to give first aid to others, and is not a therapy or support group.

## Problems covered

- Psychosis
- Depression and anxiety
- Substance use problems

## Mental health crisis situations covered:

-  Suicidal thoughts and behaviours
-  Non-suicidal self-injury (deliberate self-harm)
-  Panic attacks
-  Traumatic events
-  Severe effects of drug and alcohol abuse
-  Severe psychotic states
-  Aggressive behaviours

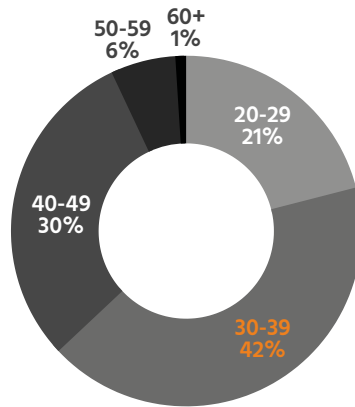
If your company does not have a MHFAider, we can help you get started:

[info@aptuspersonnel.com.au](mailto:info@aptuspersonnel.com.au)



# SURVEY HIGHLIGHTS

## Age composition



Awareness on mental health issues being the third biggest health problem in Australia, after heart disease and cancer

Yes  
62%

No  
38%

## Employers with a MHFAider

Yes  
17%

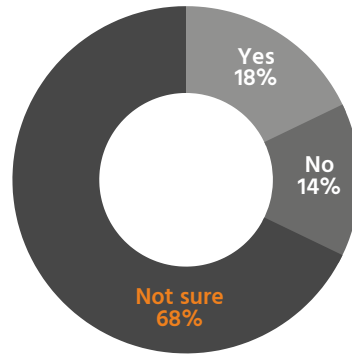
No  
83%

Some employers have an Employee Assistance Program - a program designed to enhance emotional, mental, and general psychological wellbeing of employees confidentially

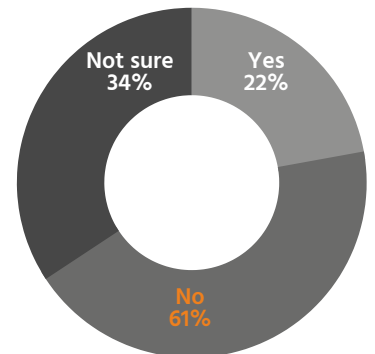
# SURVEY HIGHLIGHTS

## If employers...

would allow mental health illnesses or symptoms to influence hiring decisions



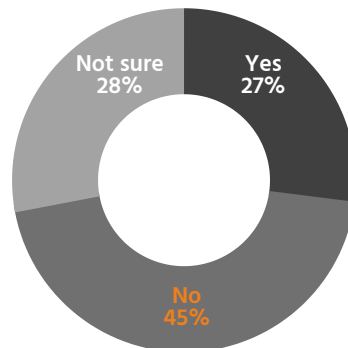
## If respondents...



# 71%

are aware of a co-worker who experienced stress in the workplace resulting in mental health conditions

## Did they receive help from the company?



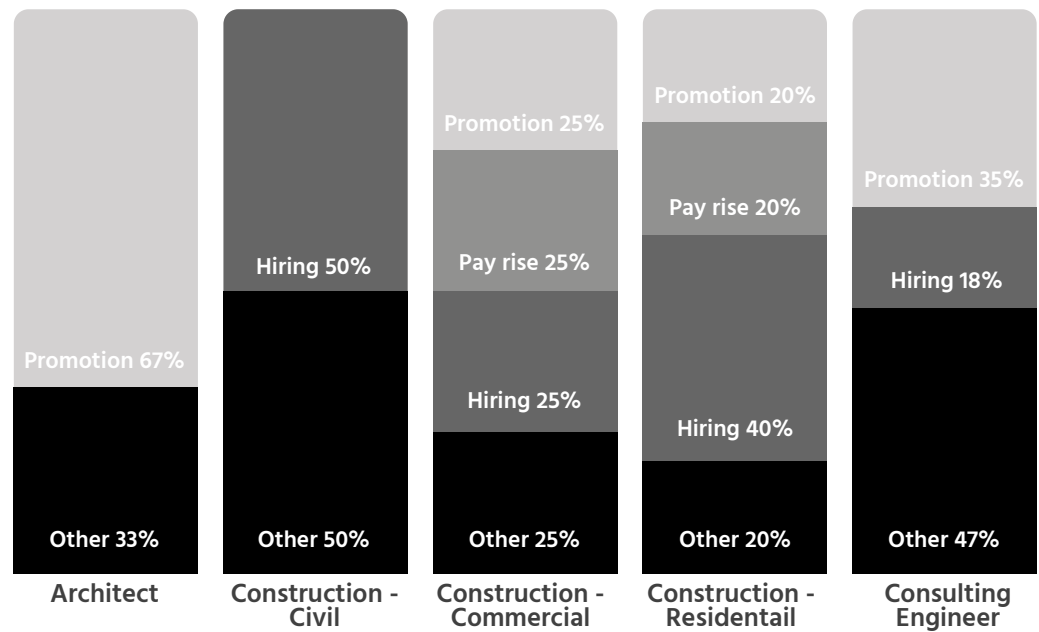
This only reflects known cases to our survey respondents. There are more people who suffer in silence.

Do note this only reflects the top 5 industries respondents:

- Architect
- Construction - Civil
- Construction - Commercial
- Construction - Residential
- Consulting Engineer

# SURVEY HIGHLIGHTS

**30%** experienced or witnessed employment-related decisions being made as a result of mental health issues



Do note this only reflects the top 5 industries respondents

## Other/further comments:

- "Avoiding to put pressure on that person"
- "Where current employees have suffered high stress or needed time off due to mental health, my workplace has offered/accepted flexible working hours or time off"
- "Allocation of work"
- "Employee treated differently"
- "Firing or forced out via deceptive means as soon as a mental health issue had been mentioned to management by me"
- "I was recently fired for my negativity"
- "Rational decision making foregone"

# HEAR MORE FROM OTHERS...



30 - 39 age group  
Construction - Commercial  
Blue collar  
Melbourne CBD



I've worked in the construction industry for 10 years for a Tier One contractor in the USA and Australia. I can only speak for the Tier one contractor culture in Victoria, Australia, but in my experience it can be toxic for mental health.

An average day is 11 to 12 hours, with every second Saturday. These hours are unsustainable and unnecessary. It is a high stress environment, unforgiving and shows a lack of empathy to the workers and their families. Questioning the long hours is not tolerated.

When working in the New York, USA, for a tier one contractor there was a much greater sense of well-being for the workers, more reasonable hours, and some flexibility.



30 - 39 age group  
Construction - Residential  
White collar  
Eastern Melbourne



Mental health issues were only raised at work via the "R U Ok" campaign, sticking up some posters. Priority was placed on providing morning tea and collecting money for charity.



30 - 39 age group  
Construction - Residential  
White collar  
Eastern Melbourne



Being offered 3 free over the phone council sessions and told to take a week off to get your self right, isn't good enough and the HR departments need to realise what is going on!

# HEAR MORE FROM OTHERS...



30 - 39 age group  
Project Manager  
Blue collar  
Northern Melbourne

“

I have experienced and witnessed how poor management hierarchy and leadership can have a significantly detrimental impact on work life and how that then can flow into personal life. I am passionate in seeing change. Especially in my industry which is male dominated and at times lacking in empathy, HR structures and motivation are necessary to look after employees.



50 - 59 age group  
Construction - Commercial  
Blue collar  
Melbourne CBD

“

Stress and fatigue can manifest itself in many forms and often leads to anxiety and mild bouts of depression accompanied by insomnia and an inability to maintain full cognitive function. This is debilitating to both the individual and in part the organisation causing productivity loss.



30 - 39 age group  
Consulting Engineer  
Blue collar  
Melbourne CBD

“

I will never draft again. Was forced/bullied out of the industry by more than one company and I'm too traumatised to ever go back.

Crappy dust pan, open plan cube farm with limited natural sunlight or view of the outside world, is a typical drafting desk set up.

# HEAR MORE FROM OTHERS...



30 - 39 age group  
Consulting Engineer  
Blue collar  
Melbourne CBD

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Mental health affects every single person on the planet. If you have a mind then it's in your interest to take mental health seriously. It's more than the more obvious depression and anxiety. There's work stresses, there's having a mind that is too busy to switch off, there's addictive behaviours to avoid ourselves and our minds (drinking, smoking, shopping, gambling, even working). There's a whole world of emotions inside us that directly influences our mind and our thoughts. The sickness we see in the world is the same sickness that is going on inside us.

As a society we need to start changing the conversation. Somehow we've ended up in a world that says it's weak to have emotions. Whereas in reality it takes an incredible amount of strength to look within and face ourselves head on. This is the key to changing how we think and talk about mental health. To applaud the people, to see their courage to show themselves as they are in complete openness and vulnerability.

Underneath we all have the same wounds, the only difference is in how they are expressed. In that understanding we can unite as a society rather than separating, demonising and judging. Life can be hard but its much easier if we do it together.

# IT'S OKAY TO ASK FOR HELP



You don't have to  
fight your battle  
alone.

To learn more about mental health and where to get help, visit:

[health.gov.au/health-topics/mental-health](https://health.gov.au/health-topics/mental-health)

Contact us to find a healthier work environment:

[+61 3 8319 5300](tel:+61383195300)

[info@aptuspersonnel.com.au](mailto:info@aptuspersonnel.com.au)

**aptus.**