



WELFARE CHECKS ON SITE

We have a duty of care to look after our site whanau



BE CLEAR HOENST AND DIRECT

Reassure your team with clear, direct and supportive communications. Some may feel vulnerable about being back at work. Ensure you use clear communication, providing clear boundaries, and directives to make the environment easier to engage in and will help create a sense of security.



ENCOURAGE YOUR WORKERS

The morning Toolbox Talks are a great way to encourage your workers, brighten the mood, and increase positivity.



CHECK IN ON YOUR WORKERS

Make the time to check in with workers during the day. As traffic light protocols change the expectation is that all employees will need to work according to the appropriate Health and Safety guidelines. This could create feelings of confusion and isolation and a long day for the workers onsite. Where possible make it part of the working day that someone from the team goes around and touches base with everyone to see how they are travelling.



BE AVAILIABLE

Advise your workers that if for any reason they are struggling they can come to the site office (or a point of contact) any time. Proactively support workers who identify as being at risk of workplace struggles. Refer workers to appropriate channels of support for workplace mental health and wellbeing, such as a Connector a, Field Officer or Employee Assistance Programmes. Call MATES in Construction to speak to someone immediately on 0800 111 315.



SELF CARE

When supporting others, we need to look after ourselves. If you have helped someone today, you need to make time for yourself by doing something that you know is good for you, even if you don't feel like it. Go for a walk, phone MATES for a debrief session, spend time with loved ones or friends – these are great strategies that support your own wellbeing. Contact MATES in Construction for a debrief session on 0800 111 315.

When undertaking a welfare check, you are not alone. If you are concerned about the person you are calling you can ring MATES on 0800 111 315 or if it is an emergency and you are worried about the safety of the individual you can call 111 and request a welfare check from the NZ Police.