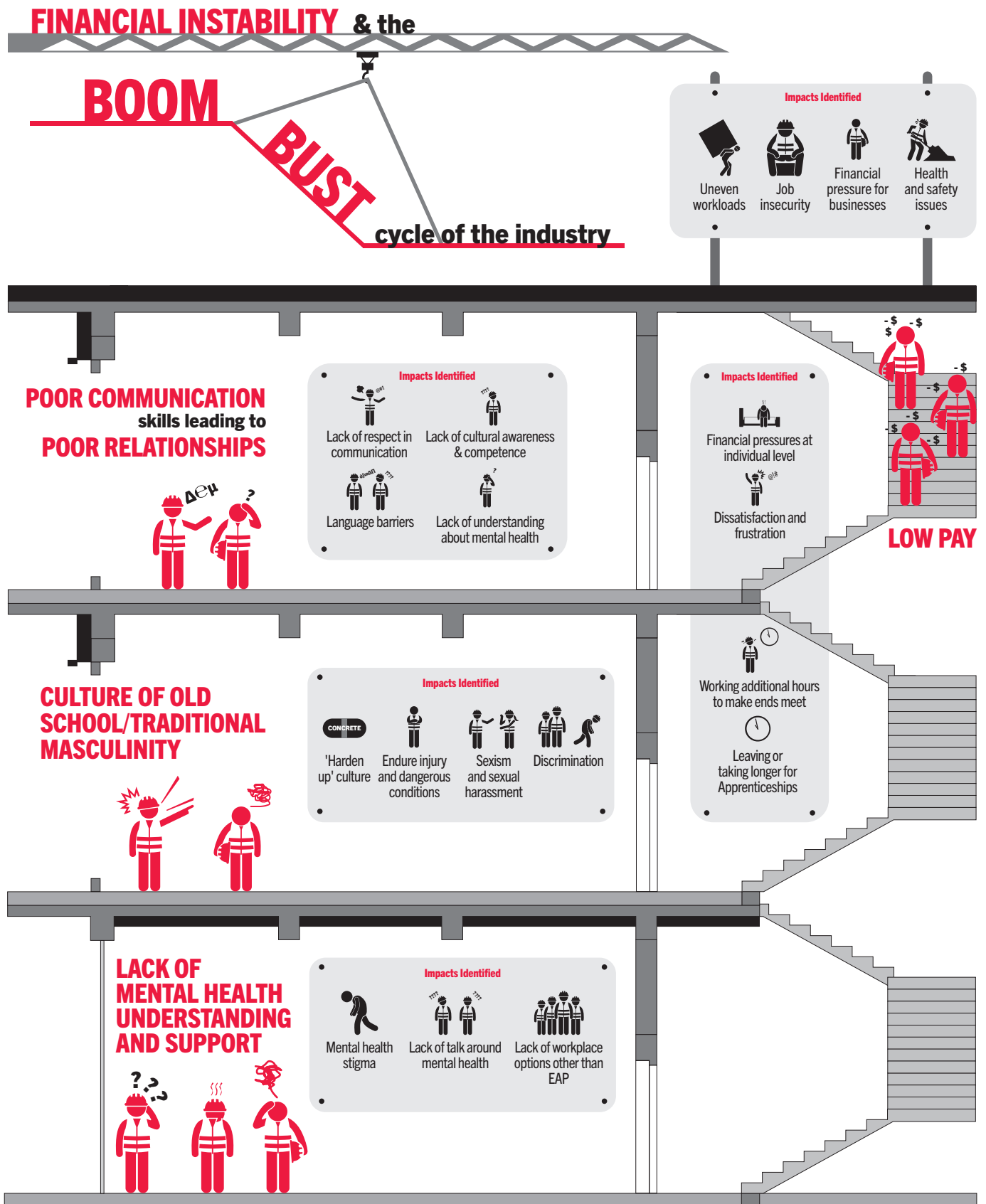


Common psychosocial stressors and their impacts identified across all occupational groups are,



Solutions to help mitigate workplace stressors identified and discussed by participants*,

I Financial instability & the Boom Bust cycle of the industry

- Government intervention was proposed to regulate boom-bust industry fluctuations through infrastructure spending
- Better planning or regulation of government procurement of construction
- Limits on overtime and implement hourly limits for work done per week
- Incentivise retention of skilled workers and develop flexibility in the workforce
- Financial literacy training

I Poor communications skills leading to poor relationships

- Training of leaders and site managers in interpersonal skills and communication skills
- Selecting leaders or promoting staff with cultural competence and interpersonal skills
- Building stronger social support networks
- Pastoral care-focused health and safety approaches
- Upskill language and cultural champions
- English courses and identifying key migrant English speakers and providing mental health materials in migrant languages

I Culture of old school/traditional masculinity

- Foster a positive workplace culture
- Build stronger social support networks
- Find allies
- Addressing sexual harassment through education
- Employers to implement clear policies and procedures and fostering a collaborative work environment to combat sexism and discrimination
- Individuals and leaders to set boundaries and prioritise personal wellbeing and family/whānau time

I Low pay

- Increase hourly wages
- Employers to provide additional benefits
- Guaranteeing minimum hours
- Government funding income support
- Government underwriting of apprenticeships to guarantee a minimum number of hours and employment stability
- Implementing a minimum wage standards in supplier contracts and tendering process

I Lack of mental health understanding and support in the workplace

- Integrating mental health programs across construction sites
- Embedding mental health outcomes in procurement processes and contracting agreements to prioritise worker wellbeing from the outset and hold employers accountable for prioritising employee wellbeing
- Training managers in interpersonal skills
- Mental health materials in migrant languages
- Partnerships with organisations like MATES in Construction