

FACT SHEET – Relationships with specialist support

At Laing O'Rourke we have relationships with a number of organisations who can help support the Mental Health and Wellbeing Action Plan. Information about how you can access these is provided below but if you would like more information please get in touch.

1. BUPA

BUPA has been selected as our national Mental Health Awareness Training Partner. Programmes that will be delivered include:

1.1 Mental Health Awareness Training

1.1.1 All staff – Open Minds Course

This 1 hour session will provide participants with the opportunity to increase their awareness about mental health issues and positive mental health 'protective factors'. Participants will build a toolkit towards early intervention.

1.1.2 Managers and Supervisors – Back on Track (Understanding Mental Health Issues in Your People and Managing Mental Health Issues in Your People)

This session is 2 hours and will provide Managers and Supervisors with a skill based framework to help engage in a respectful conversation that encourages ongoing support and commitment. Participants are provided with a number of customised tip sheets and a customised version of an online resource, BUPA Manager's Guide to Mental Wellness in the Workplace.

1.1.3 People and HSE specific programme – Back on Track (Act Now – Mental Health Crisis Response training)

This session is 3.5 hours and is complemented by prior on line learning. This session will provide participants with the ability to de-escalate mental health crisis situations at work. Additional tip sheets and a certificate of completion will be provided.

1.1.4 How to book a training programme

Sessions will be available to book through Success Factors for Laing O'Rourke staff.

1.2 Other Services

1.2.1 Psychosocial Risk Assessments

BUPA can provide an external resource to complete psychosocial risk assessments at the workplace. This can assist the project team in identifying and managing our unique risk factors. Resources and awareness campaigns can be targeted to areas that need the most attention.

1.2.2 Workplace monitoring

BUPA can provide monitoring to ensure the organisation is delivering against the Mental Health and Wellbeing Action Plan. This can be done through survey and focus groups identifying key risk areas.

1.3 Medical Cover

Laing O'Rourke has teamed up with Bupa, one of Australia's leading private health funds, to offer all employees access to health care options designed specifically for Corporate Clients of Bupa which provide members with flexibility and very competitive premiums.

When you join:

- Laing O'Rourke will now cover up to \$500 of your excess per annum on selected hospital cover and find yourself in hospital.
- Say goodbye to 2 and 6 month waiting periods on extras when you combine hospital and extras cover – giving you immediate access to general dental, optical, physiotherapy and chiropractic.
- Benefit Bonus - Your percentage back on extra claims grows by 2% each year, up to a maximum of 10%. On the Laing O'Rourke health plan, we will treat you like you have been a loyal customer for 3 years from day one. This means you can claim more back on extras straight away. To benefit, simply take out Platinum, Gold or Silver Extras cover.
- A 4% discount on your health cover.

If you don't yet have health cover, BUPA has friendly and knowledgeable consultants who will be able to guide you through your available options so you can select a cover to best suit your needs.

It's also easy to switch health cover. When you switch to an equivalent level of cover with Bupa, you won't have to re-serve any waiting periods for services that were included under your previous cover. Take the first step today and get a free comparison with your current health fund.

Or, even if you already have existing Bupa cover, contact Bupa about switching to the Laing O'Rourke health plan and start reaping the rewards today.

Take the first step today: Call: 134135 Go To: <https://www.bupa.com.au/health-insurance/call-me-back>
Email: laingorourke@bupa.com.au

Please click here for information on the Bupa healthier workplaces initiative. Full details and conditions can be viewed here. Please click on the link to go to the Hospital Excess Claim Form.

2. Employee Assistance Programme (EAP) provider

The Company's Employee Assistance Programme (EAP) is an important part of our People Agenda and ongoing commitment to support the wellbeing of our employees.

Through this Programme you, and your immediate family members, have free and confidential access to an externally contracted company who provides professionally qualified counsellors and support services to assist you in times of personal or family need. This service has been of great assistance to many employees over the years.

There is no need for referral or authorisation and you can feel comfortable using the EAP to confidentially discuss any work or personal issues. All face-to-face counselling sessions are provided offsite at one of TELUS Health national counselling locations. Alternatively, counselling is also available 24 hours / 7 days a week over the phone on 1300 361 008.

Another benefit offered by TELUS Health is an online resource called 'LiveWell' that contains straightforward, immediately accessible information on workplace-related concerns, interpersonal issues, and emotional and physical wellbeing. To access the online resource, please see details below:

Website: one.telushealth.com **Username/email:** laingorourke **Password:** lifeworks

Please be assured that great care is taken to maintain and ensure the privacy and confidentiality of users. Should you wish to use the service, the only information that is relayed to Laing O'Rourke is statistical reports on usage patterns - no personal identifying information is contained in the reports.

If you want any further information on the service please do not hesitate to talk to TELUS Health directly, visit their website or speak to one of the People representatives in your region.

START THE CONVERSATION



Call 1300 361 008

contact us online here

3. R U OK?

Is a charity organisation that's vision is a world where we're all connected and are protected from suicide. Their mission is to inspire and empower everyone to meaningfully connect with people around them and support anyone struggling with life.

They have four goals:

1. Boost our confidence to meaningfully connect and ask about life's ups and downs
2. Nurture our sense of responsibility to regularly connect and support others
3. Strengthen our sense of belonging because we know people are there for us
4. Be relevant, strong and dynamic

At Laing O'Rourke we are looking at ways to reduce the stigma of poor mental health and believe that starting a conversation with someone with three simple words 'Are you ok?' can start a conversation that may save someone's life. We will support R U OK? Day nationally and encourage all workplaces to participate in events.

4. Internal Specialist Support

There is a Mental Health and Wellbeing Committee responsible for the development and implementation of the Mental Health and Wellbeing Strategy and Action Plan. The executive sponsor of the strategy is Cathal O'Rourke, Managing Director Laing O'Rourke Australia hub. Lisa McKeown is the Mental Health and Wellbeing Programme Leader and can be contacted on lmckeown@laingorourke.com.au or M: 0409 751718.

4.1 Mental Health Champions

Laing O'Rourke deliver a one day internal programme developing Mental Health Champions in the workplace. It encourages peer support and creates a network of people who together are able to reduce the stigma of poor mental health and who are beacons for people in the workplace for support and conversation.

For more information see iGMS.

4.2 Mental Health First Aid

Mental health first aid is the help provided to a person who is developing a mental health problem, or who is in a mental health crisis (e.g. the person is suicidal or has had a traumatic experience). Like physical first aid, mental health first aid is given until the person receives professional help or until the crisis resolves.

Mental health first aid strategies are taught in evidence-based training courses authored by Mental Health First Aid (MHFA) Australia and delivered by accredited MHFA instructors.

This two day programme can be offered internally to a workplace within Laing O'Rourke or its partners through our accredited instructors.

If you want more information on this programme please contact Lisa McKeown on lmckeown@laingorourke.com.au.