

## AECOM

The below case study was provided for Consult Australia's [Striving for mentally healthy workplaces](#) report.

### ***Case study: AECOM's Mental Health Journey***

At AECOM Australia and New Zealand (ANZ), our journey towards focusing on, improving and enhancing the mental health of our employees has been building momentum for the past few years. We recognise that mental health issues will affect everyone at some point in their lives, either directly or indirectly. By creating a positive, supportive and safe workplace, we will give our valued team members the best environment to deal with the challenging periods in their lives, particularly as the average person will spend 30% of their life at work.

AECOM's focus on mental health comes from three levels of our organisation: our global leadership team; our ANZ business; and all of our local offices across Australia and New Zealand.

#### Global focus

During the past few years, AECOM's global leadership team have increased their focus on the mental health of all of our employees worldwide. The inaugural Global Wellbeing Week was held from 11-15 June 2018, and focused on all things related to wellbeing, including mental health, plus other factors that contribute to mental health, such as paying attention to one's physical health and learning good financial practices. Activities included team competitions using 'squeezy' anti-stress building blocks, five-minutes-a-day wellbeing ideas, and onsite visits from our wellbeing partners, including a leading health insurer, BUPA and superannuation provider. In addition, one of our company's seven corporate 'values', Safeguard, was highlighted, not just in the context of physical safety, but also of mental wellbeing. This focus was reinforced through internal communication campaigns, and the company's compulsory online safety training focusing on mental wellbeing; this represented a broadening of our standard physical safety training to help employees appreciate the importance of looking after their mental health.

#### Australia New Zealand initiatives

At a local ANZ level, ongoing and longstanding initiatives such as our EAP, which allows employees to access a range of confidential counselling, legal and financial resources and services, are being complemented by more-targeted initiatives. Regular 'lunch and learn' webinars on mental health and personal development topics are made available to our teams, as are online, self-paced skills training in stress/resiliency, and work/life balance. During the fit out of all new tenancies, and planning for upgrading older tenancies, considerable attention has been given to providing access to natural light, greenery and fresh air, as well as end of trip facilities such as bike racks, showers, as these have known benefits to staff wellbeing.

Resources are being developed to help our 'people managers' better understand, recognise and deal with mental health issues in themselves and their teams. These are supplemented by training sessions, information to be disseminated to teams through team briefs, and with a supporting intranet page with internal and external support information for ANZ staff.

#### Office-based initiatives

Campaigns such as R U OK? Day and Work/Life Balance Day are promoted locally by teams in each of our office locations across ANZ, to open the conversation about mental wellbeing and maintaining a healthy work/life balance. For example, R U OK? Day was recently promoted in our Melbourne office with a bake sale to raise funds for mental health initiatives, and speakers on the topic of mental health and how AECOM can support employees who are experiencing personal or professional challenges.

These initiatives are just the tip of the iceberg, and as the conversations become more frequent and open, we will continue on this journey to become a happier, healthier, safer, more supportive, and accepting workplace.