

<b>Title</b>	<b>Promote and support physical and mental wellbeing of a construction team</b>		
<b>Level</b>	<b>5</b>	<b>Credits</b>	<b>5</b>

<b>Purpose</b>	<p>A person credited with this standard can:</p> <ul style="list-style-type: none"> <li>describe employer responsibilities for physical and mental wellbeing of a construction team member;</li> <li>describe indicators of negative change in mental health and how to respond to them; and</li> <li>promote mental wellbeing strategies in a construction team.</li> </ul>
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<b>Classification</b>	Construction > Construction Management
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<b>Available grade</b>	Achieved
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### Guidance Information

- 1 This unit standard is intended for use in programmes leading to the New Zealand Certificate in Construction Trades Supervision (Level 5) with strands in Commercial Construction, Construction Related Manufacturing, Construction Related Trades, and Residential Building [Ref: 4237].

This unit standard is suitable for recognising skills and knowledge in commercial construction, construction-related manufacturing, construction-related trades, residential building.

- 2 **Assessment**  
This unit standard must be assessed under the supervision of a commercially competent practitioner in construction workplace conditions that reflect:
- current health, safety, industry, and workplace requirements; and
  - industry requirements for commercially acceptable timeframes.

Evidence generated for assessment against this standard must be verified by a person who has current expertise in the building and construction trades and has had the opportunity to regularly observe the candidate in the workplace.

Evidence generated for assessment against this standard must reflect workplace and industry requirements specified in:

- statutory and regulatory requirements applicable to the building and construction industry;
- documented worksite specifications, procedures, and practices; manufacturer recommendations, specifications, and technical data sheets.

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### Outcomes and performance criteria

**Outcome 1**

Describe employer responsibilities for physical and mental wellbeing of a construction team member.

**Performance criteria**

- 1.1 Describe the statutory provisions that apply to worker wellbeing in New Zealand construction workplaces.
- Range Employment Relations Act 2000, Human Rights Act 1993, Health and Safety at Work Act 2015.
- 1.2 Describe workplace systems and practices intended to promote mental wellbeing.
- Range may include – communication systems, team-building activities, employee assistance programme (EAP), training, access to public mental health information, staff benefits, reward and recognition programmes.

**Outcome 2**

Describe indicators of negative change in mental health and how to respond to them.

**Performance criteria**

- 2.1 Describe indicators of negative change in mental health.
- Range emotional indicators include but are not limited to – expressions of fear, anxiety, anger, irritability, sadness, hopelessness, disconnectedness;  
behavioural indicators include but are not limited to – withdrawal from others, absenteeism, denial or avoidance, carelessness or recklessness, substance abuse, risk taking, over protectiveness;  
thinking indicators include but are not limited to – reduced concentration, inability to follow complex instructions, poor memory, difficulty communicating, broken sentences.
- 2.2 Describe workplace considerations relevant to a response to indicators of a change in mental health.
- Range employee privacy, dignity and safety, the limitations of the employer-employee relationship.
- 2.3 Describe responses to an employee showing indicators of negative changes in mental wellbeing.
- Range providing a safe and private place to talk, seeking guidance from the employee about what they need, seeking guidance and support from managers, following workplace protocols.

- 2.4 Describe construction workplace requirements for responding to indicators of negative change in mental health in a team member.

Range requirements may include but are not limited to – record keeping, communication, statutory, good practice.

### Outcome 3

Promote mental wellbeing strategies in a construction team.

### Performance criteria

- 3.1 Use publicly available information and workplace resources to promote strategies to support mental wellbeing in a construction team.

Range may include but is not limited to – mental health support agencies, websites, literature, EAPs, fitness facilities.

<b>Planned review date</b>	31 December 2026
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### Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	26 May 2022	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0048
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

### Comments on this unit standard

Please contact Waihanga Ara Rau Construction and Infrastructure Workforce Development Council [qualifications@waihanga.nz](mailto:qualifications@waihanga.nz) if you wish to suggest changes to the content of this unit standard.