# Mental Health and Suicide Prevention Awareness Training Program for Government Construction Contracts

# Special Condition – Model Clause

## Background

The Mental Health and Suicide Prevention Awareness Training Program (the Program) is being introduced across Western Australian State government construction projects. The Program is in response to suicide rates in the WA construction industry, which are amongst the highest in the country, and aims to reduce stigma around mental health issues in the industry.

## Implementation

The special condition requiring the head contractor to implement the Program training has been introduced into State agency construction contracts (Program Contracts) where:

* the total estimated contract value is $5 million (inc. GST) or above; and
* the contract delivery point is in Western Australia, including regional areas.

The Department of Finance (Finance) is leading the Program’s implementation, which will occur in two phases.

**Phase 1.** Finance will include the special condition in its Program Contracts for a period which will end on 31 December 2024.

**Phase 2.** A General Procurement Direction will be issued which will mandate the implementation of the special condition into Program Contracts by all State agencies.

Additional guidance is available at [WA.gov.au](https://www.wa.gov.au/government/publications/mental-health-and-suicide-prevention-awareness-training-program)

For further assistance, please email [procurementadvice@finance.wa.gov.au](mailto:procurementadvice@finance.wa.gov.au)

## Use of Model Clause

The special condition – model clause contained in this document is provided for general agency guidance only. It should be reviewed and adjusted for consistency with any procurement or contract documentation in which it is used. If in doubt, an agency should seek legal advice about the model clauses prior to finalising any documentation in which they are used.

## Model Clause

In this Special Condition:

**on-site construction workers** mean the workers engaged in the delivery of the Contract employed by the Contractor (including those supplied by the Contractor’s direct subcontractors) to work on the site(s) described in the Contract.

**employed** includes persons employed as full-time, part-time, casual employees, apprentices and trainees, employees engaged through labour hire arrangements and natural persons engaged through independent contracting arrangements.

**Program** means mental health and suicide prevention awareness training.

**Workshop** means a one-hour workshop delivered on the site(s) described in the Contract.

1. The Contractor must make available the Program to on-site construction workers.
2. The Program must:
3. be delivered by an organisation with relevant expertise and experience;
4. raise awareness around the state of mental health and suicide in the building and construction sector, and around strategies to reduce suicide;
5. include delivery of a Workshop at least once every 12 months during the term of the Contract;
6. provide information describing how to access mental health support; and
7. give Program participants access to a survey or other assessment method to capture feedback on the Program.
8. The Contractor must ensure that:
9. the Workshop is scheduled during ordinary working hours (i.e. non-overtime hours);
10. all on-site construction workers are:
    1. informed that the Program is available to them;
    2. given reasonable notice of the Workshop; and
    3. given access to information about the Program, including information on how to access mental health support upon completion of the Workshop; and
11. all of the training provider’s costs for delivery of the Program and the Workshop (including travel and/or accommodation costs, if any) are covered by the Contractor.
12. The Contractor must:
13. ensure Program participants are encouraged to complete training provider surveys and/or other assessment methods to enable assessment of the effectiveness of the Program; and
14. if requested by the Principal, provide copies of all completed surveys (that have been de-identified) and/or other assessment information collected by the Contractor and/or the training provider, along with details of participant attendance.

[End of model clause]