

Jackson Kidd Wellbeing Award

Jackson Kidd, was a beautiful young man, with his whole life ahead of him. A cherished son, partner, brother, grandson - loved by many people. As most of you know, heartbreakingly, Jackson died by suicide in 2022. His loved ones endured tremendous pain and anguish as they had to confront something that nobody ever wants to confront. At 25, Jackson's life was cut short, just as he was making his mark on the world.

Death by suicide is substantial in Australia. In 2022, when Jackson passed away, a total of 3,249 people died by suicide that whole year. That averages to 9 people per day.

Understandably, everyone that knew Jackson, had a million questions and thoughts, and for months afterwards - even to this day - would be re-thinking over the last time they saw him - how was he, what did he say, how was he behaving, did I miss something? As everyone tried to make sense of something you can't make sense of, one question burned bigger than all the others... what could've helped prevent this?

We never know what's going on in someone's life. Every single person goes through hard times, loss, trauma, financial struggles, relationship breakups, mental illness. We know that many people, live in isolation with their struggles. For too long, there has been an attitude of getting on with things, not reaching out if we're in pain, and not asking other people if they're ok. Research tells us that being connected does reduce mental illness and contribute to saving lives.

We spend countless hours of our lives at work, and workplaces have a duty to provide an environment of care. The Jackson Kidd Wellbeing Award is about recognising what our wonderful frame and truss fabricators are doing to support all their staff and themselves, in providing a workplace that encourages and implements connection, positive relationships, and most importantly, prioritising wellbeing.

You don't have to invest a million dollars into staff wellbeing to make a difference in peoples' lives. This award is about recognising a consistent practice in supporting staff to feel valued, and cared about, with whatever life throws at them. We want to recognise, and truly acknowledge businesses that make this a priority.

We understand though that while sometimes tragedy can still strike, we all have a role to play in supporting each other the best we can, and trying to reduce mental illness rates, and ultimately suicide, in our community. We want to present this award, whilst honouring a tremendous young man from our industry.

Nomination Criteria & Guidelines attached.

PRINCIPAL PARTNERS

Nomination Criteria

The Jackson Kidd Wellbeing Award nominations will be considered under the following categories. We understand that businesses may not address every aspect outlined below, we have simply outlined things to consider when putting forward a nomination for this award.

Does the workplace have a wellbeing program / wellbeing activities?

- Is there a 'wellbeing program' and how does it operate?
- How is the workplace providing regular activities that promote mental wellbeing?
- How often do they occur?
- What do they do to support staff in engaging, connecting, and being positive?
- Do they have regular recognition, or award ceremonies?
- Does the workplace have an EAP option, supports accessible, or information available for support, and how are they promoting these?
- Does the workplace have regular social functions?
- Do staff have input into what they would like to see run in the workplace?

How is the workplace supporting staff to support each other?

- How has the workplace fixed a culture of care?
- Does the workplace hold any meetings / staff sessions that talk about mental health, or how to spot signs that someone is struggling.
- Has the workplace engaged an external organisation to facilitate wellbeing sessions, i.e. Black Dog Institute, R U OK?, Mates in Construction, or similar.
- Does the workplace encourage or implement mental health first aid training?
- Does the workplace support staff in knowing what to say to a colleague they're concerned about, or seek help from a leader if they don't feel confident approaching the person?
- Are team leaders supported by upper management to feel confident in staff coming to them with wellbeing concerns?
- How have these initiatives had an impact, or what has this meant to staff?

How are managers and leaders promoting staff wellbeing and care?

- Do your leaders embody care about staff?
- Is there someone, or a group, that particularly goes above and beyond to promote and focus on staff wellbeing?
- How are they doing this?

- What is the impact for staff?
- What difference has this made for staff engagement, wellbeing, or even the community?
- What policies are in place that are regularly promoted and acted upon, that prioritise a culture of respect, inclusivity, acceptance, equality, diversity, and safety?
- If an issue occurred, would you feel 100% supported to report it, knowing it would be taken seriously and acted upon or addressed?

How is health and wellbeing embedded in the culture of the organisation?

- How does the workplace support staff to make and pursue positive lifestyle choices?
- How are they actively encouraged?
- Does the workplace provide any regular interventions - i.e. arranging onsite / offsite health check-ups, blood donations, have a sports team, workplace charity fundraising programs, support staff to pursue out of work health / wellbeing activities?
- How is it communicated daily that staff wellbeing is important?

How does the workplace support staff with personal struggles, life-changing events, or outside of work issues?

- How does the workplace actively support staff if something comes up in their personal life that has to be prioritised?
- Does the workplace provide flexible work hours to assist?
- Do they have programs in place that provide any extra assistance - i.e. financial loans or supports?
- Has the workplace easily made, perhaps permanent, changes to the job role to retain staff even in an altered capacity, to support them in life changes?

Nomination Guidelines

- This award is only open to FTMA members. Anyone working at an organisation that holds FTMA membership can make a nomination.
- This award is to recognise a company, not an individual.
- The nomination can fall under one, or a combination of the criteria.
- We ask that the submission be approximately 750 words. Please be as descriptive as possible as evidence for the nomination - why it is important, what impact this has had for you / the team / the organisation / the community. How has it genuinely made a difference, and continued to make a difference? Why do you believe this is significant for the Jackson Kidd Wellbeing Award?
- Your submission can include 2 attachment documents to support your nomination.
- Additional evidence will also be considered i.e. other awards or acknowledgements, staff engagement flyers / promotional material of events, community or charity recognition, whatever you feel is relevant to support the nomination.

Please help us celebrate excellence in our industry when it comes to wellbeing, by making nominations to acknowledge the hard work and difference that people are making out there. Please help us honour Jackson.

Nominations should be sent to Kersten Gentle at kersten@ftma.com.au, no later than 16 February 2024. Please ensure your subject header is **Jackson Kidd Wellbeing Award Nomination**.

If anyone has any questions, please contact Kersten on 0418 226 242.