

Greetings all. Today's Bulletin is about **mental health**.

November has really become an important month for men's mental health here in Australia, thanks to things like Movember and International Men's Day.

But it's also a reminder that mental health is something we should be taking seriously all year round, not just for one month.

And while men's mental health is in the spotlight this month, let's not forget women's mental health is just as important – everyone deserves the support they need.

Movember: Starting Conversations

Movember, which kicked off as a way to raise awareness for prostate cancer by getting blokes to grow a mo, has grown into a much bigger movement.

It's now also about mental health and suicide prevention, and it's done a lot to get men talking about issues they might've once kept bottled up.

The moustache serves as a conversation starter, a way to show support and encourage people to share their struggles.

The beauty of Movember is that it's helped break down barriers and stigma around men's mental health.

But this shouldn't just be about one month—mental health matters every single day, for everyone.

[Movember Conversations](#) is a great resource for help with tricky conversations.



Why Mental Health Needs Year-Round Attention

November shines a light on men's mental health, but the reality is that mental health issues don't stick to a calendar.

So, how can we go beyond just a month of awareness and actually look out for each other's mental health all year round?

Here are a few things we can do:

- 1. Keep Checking In**

One of the best ways to support a mate or loved one is by checking in regularly. A simple "How's things?" or "You doing alright?" can open up real conversations and let people know they're not alone. It's easier to ask for help and support when checking in becomes normal.

- 2. Share Your Own Experiences**

Being real about your own highs and lows can help break down walls. When we're open about our own struggles, it gives others permission to do the same. Sharing our challenges isn't weak—it's part of being human, and it shows others that they don't have to have it all together.

- 3. Encourage Strength in Vulnerability**

Real strength is more than just toughing it out on your own; it's about knowing when to lean on others. The more we encourage people to reach out when they're struggling, the more we can debunk the idea that "strength" is all about keeping everything inside.

- 4. Stick Around All Year, Not Just in November**

It's great to show up for men's mental health in November, but it matters year-round. Being there consistently—listening, encouraging, and keeping the conversation going—helps us all feel we have support when needed.

- 5. Mark your calendar to follow up**

We are all really good at checking in for the first week of a crisis or event but everyone does that. Make a plan to check in in week 2 or week 3 when the struggle is still there and we all get caught up in the busyness of life again.

- 6. Celebrate the Small Wins**

Mental health is a journey, and it's often about little steps, not giant leaps. Reaching out, accessing the [Telus Health EAP](#) seeing a therapist, or even just having a day to rest—



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those are wins, and they deserve to be celebrated. It's about encouraging and recognising progress, no matter how small.



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Help your employees get the care they need, when and how they need it, with our multidisciplinary team that delivers a customised experience.



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Leveraging the power of technology and the passion of our team, we are focused on supporting the wellbeing of your employees and your organisation.

Let's Make It a Year-Round Effort

While November is a good time to focus on men's mental health, it's just one part of the bigger picture.

By keeping the conversation going, checking in, and genuinely supporting each other, we can build a culture where everyone feels safe, supported, and valued.

Mental health matters every day of the year, and we're all in this together.

CICA Members have access to a confidential Employee Assistance Program (EAP) to support their own and their employee's well-being.

CICA has engaged the services of Telus Health to support you, and those working for you, through life's ups and downs.

So where do you turn if you're feeling a bit low?

Try talking to someone you trust, reach out to [Bluehats](#) or talk to an [anonymous helpline](#).

In the construction sector we are really fortunate to have Incolink's Bluehats Suicide Prevention Initiative which helps workers who are doing it tough by providing someone to talk to on site.

Construction work is unique and Bluehats can be the circuit breaker, by providing support if things feel like they are getting out of control.

Remember: The Telus Health EAP and other resources are important for mental health and provide excellent tools but if someone discloses that they are suicidal – it is very important that person receive expert help. Urge them to call [Lifeline](#).

You can be a good friend and a support but you wouldn't remove a mate's appendix – in the same way, your mate's suicidal thoughts need specialist care.

If you would like to subscribe to these CICA Safety Bulletins please send an email [here](#).

To become a CICA Member, click [here](#).

Remember: Safety is everyone's responsibility.

Stay Safe - CICA