

TOOLBOX TALK — MENTAL HEALTH — LOOK OUT FOR EACH OTHER

TOOLBOX TALK

Five to ten minutes at the workplace, spoken by the supervisor, recorded below — and two-way, or it is not a talk

KD-TBT-MW-019 Rev A0

WHY THIS TALK: Construction loses more workers to suicide than to falls — two every working day across the industry. The site fixes what it talks about, and this is the one hazard where the control is a conversation.

1 THE SESSION

SITE / PROJECT	DELIVERED BY	DATE	TIME

2 THE POINTS TO MAKE — TICK AS COVERED, IN YOUR OWN WORDS

- It is a site issue because it is a safety issue: stress, money worries and no sleep walk onto site with people and affect judgement at height and around plant
- Notice the change, not the type: the talkative one gone quiet, the reliable one late, the short fuse that was not there last month
- Ask twice. "You alright?" gets "fine". "You have not seemed yourself — how are you really?" gets the truth more often than you would think
- Listening is the skill — you are not there to fix it, diagnose it or top their story; you are there so it got said out loud
- Know where the site's support is: the posters, the numbers, the trained mental health first aider if there is one — and that using them is normal
- Banter check: the wind-up that lands wrong on a bad day is not banter to the person carrying something
- Crisis is an emergency like any other: someone talking about ending it is not left alone, and you get help — 999 if immediate, the Samaritans on 116 123 always answer

MADE SPECIFIC TO THIS SITE

3 ASK THE CREW — AND WRITE DOWN WHAT COMES BACK

- Who would you actually tell on this site if you were struggling — and does everyone know that answer?
- What gets in the way of someone here saying they are not okay?
- Where are the support numbers displayed on this site?

WHAT THE CREW RAISED, AND WHAT HAPPENS ABOUT IT

4 WHO WAS THERE

NAME	COMPANY	SIGNATURE

RECORD COMPLETED BY	SIGNATURE	DATE	FILED WHERE

R REVISION HISTORY

Every revision of this document, and every review that found nothing to change. The revision on the front of this sheet is the one you are holding — check kubitdocs.com for the current one before use.

Rev	Date	Class	What changed	Authorised by
D0	2026-08-31	first-issue	First issue.	— not yet approved —
D1	2026-08-31	material	Actions the internal H&S director review — statistics corrected to what a regulator could be handed.	— not yet approved —
A0	2026-08-31	review	Approved for issue by the author. Content unchanged from the reviewed draft; the draft status strip is removed. No independent third-party review has been carried out.	Author — director, UK principal contractor, SMSTS. Not an independent review.

Class: first-issue · material (the law, a control, a field or the scope changed — past buyers are notified) · editorial (wording or layout only) · review (checked, nothing changed) · withdrawal. Revision prefix D = draft, not approved and not for sale; A = approved for issue by the person named, on the date shown.