

# Thriving in Manufacturing Feedback to Participants

Thank you for your involvement in the *Thriving in Manufacturing* project. The report summarises the outcome of the project and key lessons learnt.

## About the project

The goal of the *Thriving in Manufacturing* project was to support manufacturing businesses to build capability to use the *Mental Wellbeing by Design* process. The process enables businesses to engage with workers to identify psychosocial risks, and to redesign work to prevent harm to people.

The project was run in 2023 and 2024 and was supported by ACC, the Mental Health Foundation and the Business Leaders' Health and Safety Forum. From a pool of 38 organisations that attended initial workshops about the project, 9 went on to run it within their businesses. Champions for this work came from both HR and HSE roles.

## What we learnt

Feedback from participants was extremely positive and highlighted a need for the project within the manufacturing sector. The project confirmed the effectiveness of the *Mental Wellbeing by Design* process in a manufacturing setting, and identified benefits and challenges for manufacturing companies wanting to use it.

Based on feedback from the sector, resources were adapted or developed. *The Mental Wellbeing by Design* workbook was simplified, with the number of questions reduced. Versions of the workbook are now available in Samoan and Māori. A case study was also produced on CHEP's experience of running the project.

Feedback from participants highlighted the high levels of engagement that occurred in the project workshops and the richness of the information uncovered. They also noted that workers' suggestions for redesigning the work tended to be pragmatic and relatively affordable.

They said the biggest challenge to running the project was the planning required to free up workers to attend the workshops. Participants also highlighted the need to get senior leaders support for the project before it began. (See *Feedback Summary*).

## Next steps

Sector specific resources developed during the project are now hosted on the **Business Leaders' Health and Safety Forum** website. The Forum website also has other resources related to the *Mental Wellbeing by Design* project.

**Leading Safety**, which developed the *Mental Wellbeing by Design* process, continues to support organisations to run it.