

HEI HOA - TE NGAHERE

BE A  
MATE



# BE A MATE

A FORESTRY  
CENTRIC  
APPROACH

Hei Hoa - Te Ngahere

## A Mental Health and Well-being Forestry Industry Programme

Be A Mate is a mental health and wellbeing programme tailored for the forestry industry. Led by those who understand the industry's pressures, it takes a leadership approach to mental health, providing everyone with the tools and resources to take responsibility for their mental wellness.



Be A Mate Contact Details

Contact 0278546988

Caroline@a-ok.nz

[www.fica.org.nz/be-a-mate/](http://www.fica.org.nz/be-a-mate/)

[www.a-ok.nz/forestry](http://www.a-ok.nz/forestry)





## A FORESTRY-CENTRIC APPROACH

In an industry facing unique pressures and challenges, the **Be A Mate - Hei Hoa Te Ngāhere** programme is essential for the mental health and well-being of forestry workers. This comprehensive programme unites all stakeholders across the forestry supply chain—from corporate managers and forestry owners to company employees and contractors. By providing the tools, skills, and confidence to address mental health issues, it fosters a culture of support and resilience.

This programme ensures that forestry workers are equipped to manage their mental well-being, ultimately reducing absenteeism, increasing productivity, and creating a happier, healthier workforce.

## Proven Success

The Hawke's Bay pilot (2022) showed how Be A Mate provided access to Employee Assistance Programmes (EAPs) and community support, increasing employee engagement.

## Addressing Industry Challenges

Forestry in cyclone-impacted regions like Tairāwhiti and Hawke's Bay faces critical challenges such as loss of social licence, economic uncertainty, climate change, and post-COVID pressures. Implementing this programme is vital for addressing these issues and protecting lives.

## Empowering Workers

The programme equips forestry workers with the tools, skills, and confidence to address mental health and wellbeing issues affecting work, colleagues, and whānau. It ensures sustainability by training trainers in regions and larger companies.

## Creating a National Network

Be A Mate will establish a national support network for forestry worker mental health and wellbeing. The benefits include reduced absenteeism, increased productivity, improved health and safety, resilience and a happier workforce.

## Enhance Your Wellbeing Strategy

Be A Mate - Hei Hoa Te Ngāhere fosters a life-supporting industry where everyone has a support role. This 4-tier approach equips employees to support their colleagues and manage their well-being needs to manage distress and perform optimally amidst the pressures of the

forestry industry. Integrating Be A Mate into your well-being strategy provides the tools needed to identify and address personal distress signals. This will improve your organisation's culture and ensure a resilient, supportive team that benefits the forestry industry as a whole.



Aroā

HeyMate

This **1-hour programme** provides insights into the impact of distress and suicide on forestry organisations and communities, teaches recognition of those in need, safe response techniques, and guidance on existing support services, making it suitable for anyone interested in gaining awareness.



Tūhono

CoMate

This **3-hour training** equips Connectors or Co-Mates with skills to recognize distress signals, initiate supportive conversations, and guide colleagues to relevant help. Co-Mates provide essential support by simply checking in and being there to listen.

Kaiawhina  
Haumaruru

HelpMate

This **1-day training** equips staff with Safety Aiders intervention skills to recognise signs of distress and develop safety plans to protect the whole organisation. This would be ideal for those seeking advanced skills in supporting colleagues who may be engaging in unsafe and harmful activities



Kaiwhanake

GrowMate

This **6-hour training** prepares your organisation to support employees returning to work after a mental distress or suicide experience. Grow Mate facilitates personal recovery and ensures a supportive work environment for ongoing growth and safety.



## HOW DOES THE 'BE A MATE' FORESTRY WELLBEING PROGRAMME WORK?

### 1 Identify Your Business Needs

**Register Your Interest:** Contact us using the details below.

#### Identify Wellbeing Needs

**Assessment:** We will connect to understand your well-being strategy and mental wellness goals.

**Delivery Decision:** Choose between internal delivery (trainer license) or external delivery by Be A Mate Trainers.

#### Trainers Development Training:

Recruit, Train, Support, Activate

### 2 Establish a Safety Net First

**Safety Net Setup:** As a first step towards receiving the awareness training, HelpMates need to be established as a safety response to the delivery of the Be A Mate programme.

**Support Resources:** HelpMates will be connected to list of both organisational and community resources.

#### Induction for Existing Safety Aiders:

If you already have Safety Aiders, we will induct them into the Be A Mate HelpMate training and equip them with forest-specific resources in a refresher.

### 3 Plan Wellbeing Awareness Training Schedule:

Plan a schedule of well-being awareness trainings that cover all your staff.

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### Schedule CoMate Training

#### Equip Helpers:

Schedule training for those interested in becoming a CoMate.

5

### Schedule GrowMate Training

**Support Back to Work:** Schedule training for HR, HS and wellbeing staff interested in becoming a GrowMate.

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### Apply for Be A Mate Accreditation

**Completion Recognition:** Once all steps are completed, apply for a Be A Mate Quality Mark

**Formal Presentation:** Our team, including licensed trainers, will present the accreditation formally.

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### Join the Be A Mate Network

#### Platform support:

We are designing a dedicated, dual platform for the forestry industry to enlist your Be A Mate Helpers. This platform lets trained helpers schedule availability, access support from peers, and provide immediate help to distressed individuals. The subscription-based platform launches in late 2024.