

# Impact of Good Work

## Graham Partnership Case Study

### Introduction

Graham Construction became a private company in 1955, with ventures into England in 1985 although there are numerous records of company activity since 1878. Since then, they have grown steadily to be involved in all areas of construction. There are 17 UK offices based in 15 different cities and one of Graham's current projects is developing NHS Fife's new purpose built National Treatment Centre - Fife Orthopaedics to deliver orthopaedic excellence at the Victoria Hospital, Kirkcaldy. Graham is an Investor in People company demonstrating their ongoing commitment to their workers and communities.

### Background

Workplace Team have been supporting the Graham team to help them assess staff needs, and develop a programme of health and wellbeing for workers and subcontractors. Recently, a few Graham workers attended a 'Loneliness Awareness in the Workplace' session delivered virtually as part of Fife Health Promotion Service's campaign for Mental Health Awareness week.

One of the Graham workers, Robert Johnston, contributed well to the session discussion - sharing his lived experience with us and other session participants.

Robert's comments were very valuable and Workplace Team approached him to develop this Case Study to reflect his experiences further.

Robert and the Graham team both consented to providing his lived experience for this case study.

*'How other participants openly shared their experiences - this is often down to warm and welcoming facilitators!'*

Participant Feedback from Loneliness Awareness in the Workplace session.

**INVESTORS  
IN PEOPLE**



Contact Workplace Team for workforce health, safety & wellbeing guidance:

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Robert had a number of life challenges recently:  
His self employed business ceased trading due to COVID-19 pandemic restrictions.  
Financial responsibilities became challenging due to a lack of income.  
He found it difficult to pay his bills and often found himself not eating well.  
Sadly his Grandmother passed away in a residential Care Home whilst restrictions meant he could not be with her.  
Robert felt trapped and struggled with consequential lack of purpose and confidence often feeling like his home was a prison instead of a sanctuary.

*'What I didn't realise I needed, I got here at Graham'*

Robert Johnston

*'Where would I be without Graham?... I really feel like I'm in a new chapter of my life'*

Robert Johnston

Robert tried to re-engage with work by taking on temporary contract work on two separate occasions but did not feel that his voice was heard or that he was valued. These feelings only magnified his low mental wellbeing.

Robert joined Graham in November 2021 as a Senior Quantity Surveyor. He feels the company have demonstrated continual tailored support to him in his role – allowing him to grow and thrive both personally and professionally.

- Felt welcomed from day one – Graham Site Staff had shown an openness to discussing COVID-19 rules including exemptions.
- 6 month induction period – was approved for full time work on the day the induction period ended. This felt very respectful.
- Graham encourage Robert to appreciate himself and what he has been through
- Innovative approaches to support workforce mental health.
- Working at Graham provides reachable targets and room to progress.
- Lots of opportunities for interaction onsite.

### Conclusion

Robert says that Graham have supported his health & wellbeing through Good Work approaches. Workplace Team wish Robert all the best in his role, and continue to work in partnership with Graham to assist with their health and wellbeing programme and outcomes beneficial to their workers.

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