



HR Software for SMEs

Beyond Lockdown: Mental Health and Returning to Work

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After Lockdown

- HR Issues
- Physical H&S Issues
- Mental Health
 - Issues
 - Signs & Symptoms
 - What employers can do to support



After Lockdown: HR Issues

- Return from furlough
- Part-time working
- Communication
- Training
- Conduct and performance
- Redundancy
- Second wave



After Lockdown: Physical H&S Issues

- Risk Assessment
- Social Distancing
- Hygiene
- PPE
- Off-site Work
- Visitors, deliveries, etc.
- Training
- Consult and Inform
- Communication



After Lockdown: Mental Health

- Bereavement
- Reluctance to return
 - High risk
 - High risk in household
 - Other fears
- Exacerbation of existing conditions
- New conditions
- Financial issues
- Relationship issues



After Lockdown: Bereavement

- Covid 19 or other
- Difficult circumstances
 - Not being with person
 - Not being able to comfort other family members/friends
 - Not being able to have a suitable funeral
 - Practicalities
- Grieving process



After Lockdown: Reluctance to Return

- High risk
- High risk in household
- Other fears
- Childcare issues
- Caring for other dependants



After Lockdown: New & Existing Conditions

- Depression
- Anxiety
- OCD (Obsessive Compulsive Disorder)
- Loss of Confidence

- Neurodiverse conditions, e.g. autism, ADHD

REMEMBER..... We/you are not medical experts. Encourage staff to seek professional medical advice!



After Lockdown: Financial Issues

- Reduced income during furlough
- Reduced income due to sickness or self-isolation
- Fear of losing own job
- Loss of/fear of losing other income in household
- Funeral costs
- Financial losses for other reasons, e.g. house sale falling through,?



After Lockdown: Relationship Issues

- Strain on relationship
- Breakdown of relationship
- Physical Abuse
- Emotional Abuse
- Parent/child relationships
- Other dependants
- Work relationships



Signs & Symptoms of Mental Health Issues

- Less engaged with work
- Distancing and isolating more
- Lack of interest
- Not taking as much care of themselves - physically, mentally and emotionally
- Displaying physical symptoms
- Significant alcohol increase/drug use, incl. prescription
- Sleep difficulties or disturbance



What an Employer Can Do... (1)

- Return to work interview
- Communicate
 - Measures taken to protect their H&S
 - Status of the business
 - Expected changes
- Reasonable adjustments
- Watch out for warning signs
- Encourage them to seek help
- EAP
- Mental Health First Aid



What an Employer Can Do... (2)

- Give time to adjust
- Give control to them where possible
- Be approachable
- Be clear
- Try to be transparent
- Respond promptly to issues
- Support
- Build confidence
- Encourage teamwork
- Praise and recognition



After Lockdown: Mental Health Useful Contacts (1)

- Samaritans - Free Helpline Support.
Tel: 116 123 - 24 hours, 7 days a week.
- Mind Infoline - Confidential mental health information.
Tel: 0300 123 3393 - 9am - 6pm Monday to Friday.
- Saneline - National mental health helpline.
Tel: 0300 304 7000 - 6pm - 11pm.
- Anxiety UK - Helpline.
Tel: 08444 775 774 - 9.30am - 5.30pm Monday to Friday
- No Panic - Helpline.
Tel: 0844 967 4848 - 10am - 10pm, 365 days a year



After Lockdown: Mental Health Useful Contacts (2)

- OCD UK - Advice line
Tel: 0845 120 3778 - 9am-5pm Monday to Friday (or email support@ocduk.org).
- Childline
Tel 0800 1111
- The NSPCC
Tel 0808 800 5000
- National Domestic Violence Helpline (for women)
Freephone 0808 2000 247
- Safeline (for men)
Tel 0808 800 5005



Questions?



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