

Employees Mental Health and Returning to the Workplace



As we start to return to work, there is a lot to think about.

Lockdown has affected us in different ways, and it is only normal to feel uncertain about what the future holds. However, as you approach your return to work, there are some **general principles that will give you the best chance of getting back to work and staying mentally healthy** over the coming months.

Talk and Connect

It is important to keep in touch with colleagues and your line manager. You don't need to talk about work, but a quick check in will help you feel connected. We have all been impacted by the coronavirus in different ways. You may have been bereaved, felt overwhelmed or isolated, or been unwell. If you share this with others, they will be better able to help you in the months ahead.

Plan and prepare

Think about your job and your situation. Does anything need to change to help you do your job well? If you've not been told what to expect, ask what provisions have been made to create a safe work environment. It can be helpful to **think through what will happen on the first day back**.

- How will you get to work?
- Will anything be different as you enter the building?
- Who will be there?
- Will you need to do things differently to get your job done

Have a return-to-work conversation with your line manager

This is a chance to identify your work priorities and raise any concerns or questions that you have. Things don't always come out right first time, so if you have something important you want to talk about, try practicing the conversation with a friend, colleague or family member. This will give you the best chance of getting your thoughts across.

Take things one-step at a time

The way we all work is likely to keep changing in the coming weeks so we will need to keep adjusting. Don't expect everything to quickly return to normal. We have a long journey ahead. We may not be able to go back to our old ways of working for some time – and if we are lucky, this could give us an opportunity to do things differently, and better. Look out for yourself, look out for others and take each day and week at a time.

Monitor and review how you are getting on

It is important to have regular check-ins with yourself (How am I coping? Could I do more to help stay mentally healthy?) And check-ins with your team and manager (How are we working? Is there anything we could do differently to work better together?). This way you can address issues as they come up and start to plan and prepare for the journey through COVID-19 together.

Finally

Everyone is finding their own path and things might not always go to plan. It is important to be kind to yourself and to be kind to others as we all find our way and adapt to the changes.



Resources available in-house:

Mental Health First Aiders (Details on Switched onto Health)
Occupational Health Team (Named staff on Switched onto Health)
EAP (Employees Assistant Programme)
CBT access (through ER referral)
Occupational Health Physician (ER referral)
Switched on to Health (Intranet)



Resources available:

If you need immediate help:

Suicidal thoughts – In an emergency call 999
Go to your local A&E Department
If you are in a crisis and need to call someone:
Call NHS 111 (for when you need but are not in an immediate danger)
Contact your GP and ask for an emergency appointment
Use the 'Shout' crisis text line – **text SHOUT to 85258**
Contact the Samaritans (**Free to call 116 123**) Email: jo@samaritans.org.uk

Other Sources of advice and support:

MIND: Info line: **0300 123 3393** to call, or text **86463** www.mind.org.uk Email info@mind.org.uk



Rethink Mental Illness works to help everyone affected by severe mental illness, such as schizophrenia and bipolar disorder **National Advice**

Service: 0300 5000 927 (Open 10am to 2pm, Monday to Friday) www.rethink.org Email advice@rethink.org



PAPYRUS UK is the national charity dedicated to the prevention of young suicide. They support young people under 35 who are experiencing thoughts of suicide, as well as people concerned about someone else. **Helpline: 0800 068 4141** www.papyrus-uk.org Text **07786209697**



YoungMinds Crisis Messenger www.youngminds.org.uk text YN to 85258

Parents helpline: 0808 802 5544 (Mon-Fri from 9.30am to 4pm)



Campaign Against Living Miserably (CALM) - A helpline for men in the UK who are down or have hit a wall for any reason, who need to talk or find information and support. www.thecalmzone.net

Helpline for men: 0800 58 58 58 Web chat: www.thecalmzone.net/help/webchat/
5pm to midnight, every day of the year



SANE services provide practical help, emotional support and specialist information to individuals affected by mental health problems, their family, friends and carers.

Support Forum: www.sane.org.uk

Saneline: 0300 304 7000 (local rate on BT landlines) Open 4:30-10:30pm every day

