

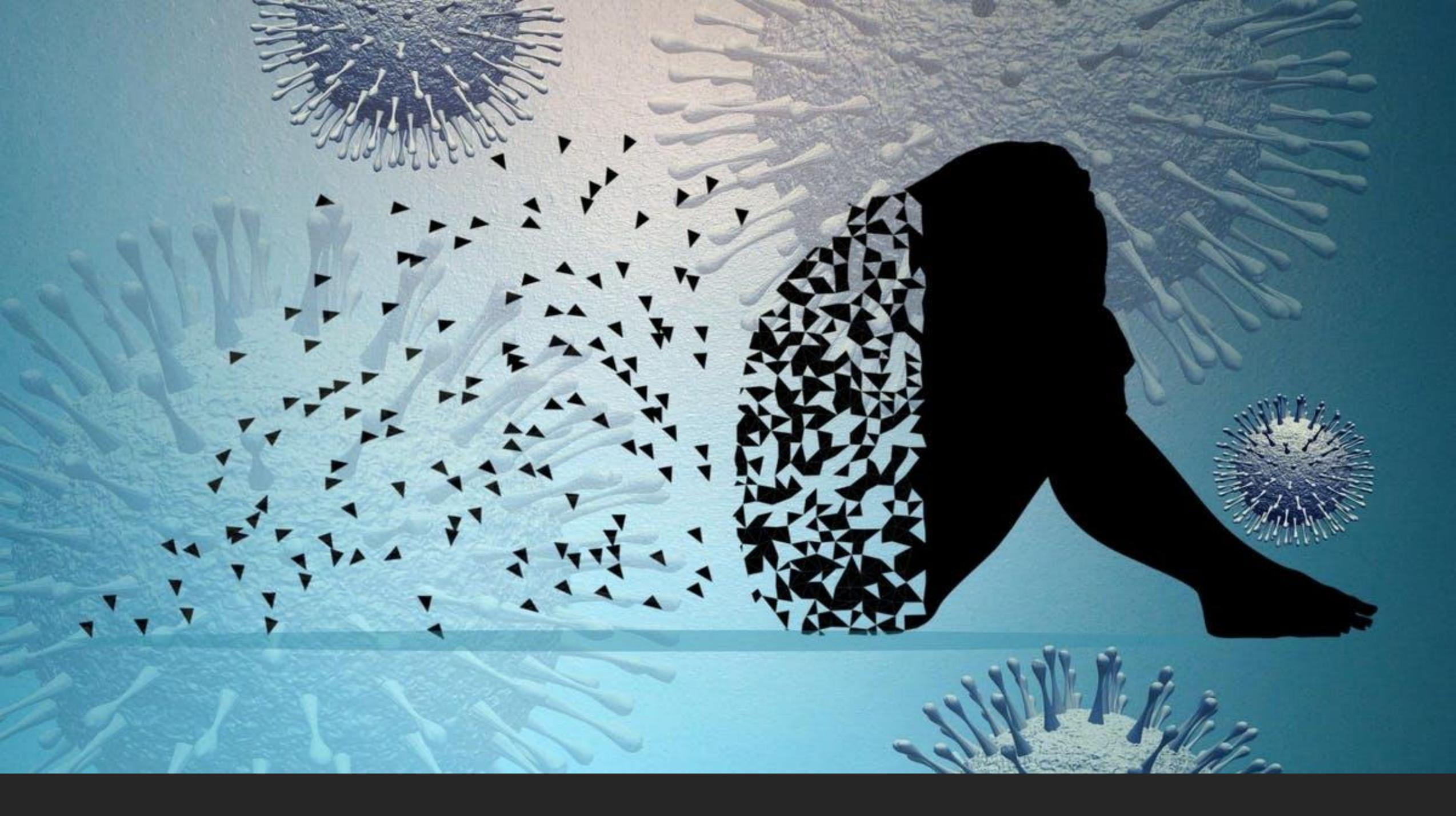
In The Eye Of The Storm: Mental Health Post-Pandemic and hybrid working

Peter J Kelly

Senior Psychologist

Health and Safety Executive







health

virus

unknown

worryes

uncertainty



social distancing

money

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economic

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evictions

Investment

PAN

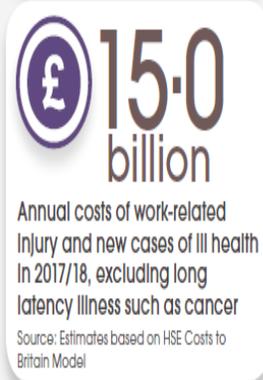
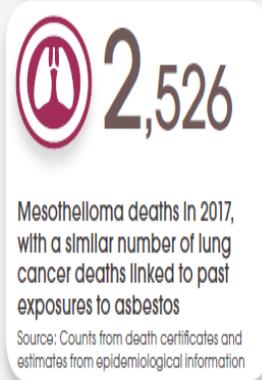
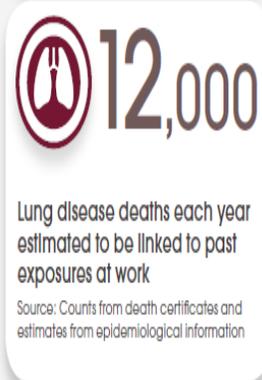
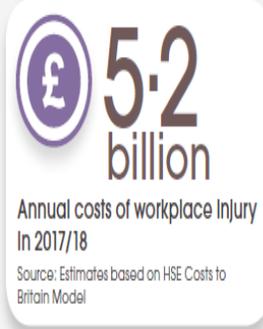
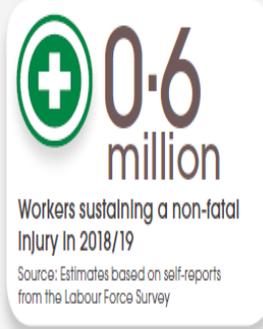
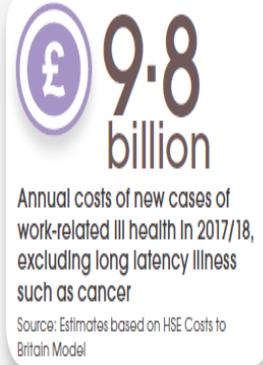
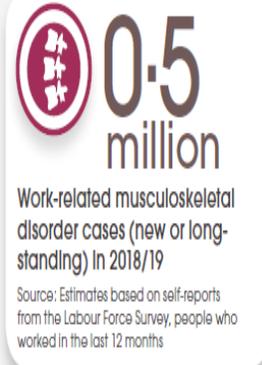
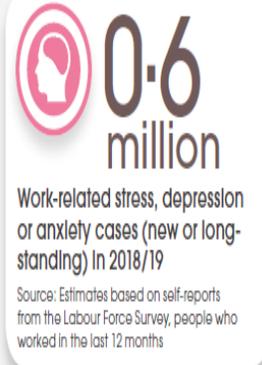
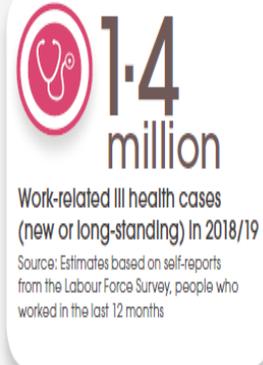
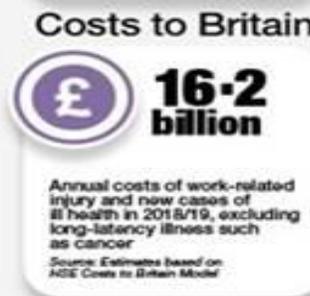
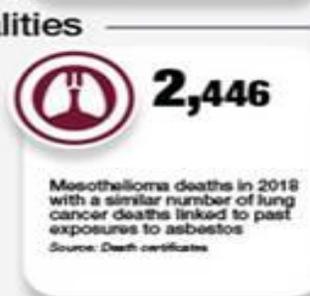
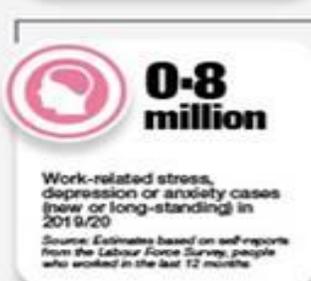
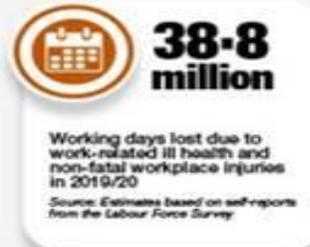
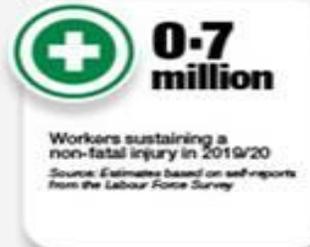
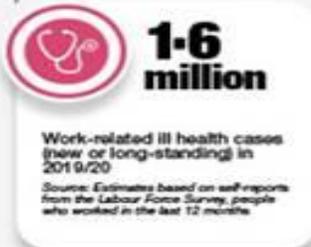


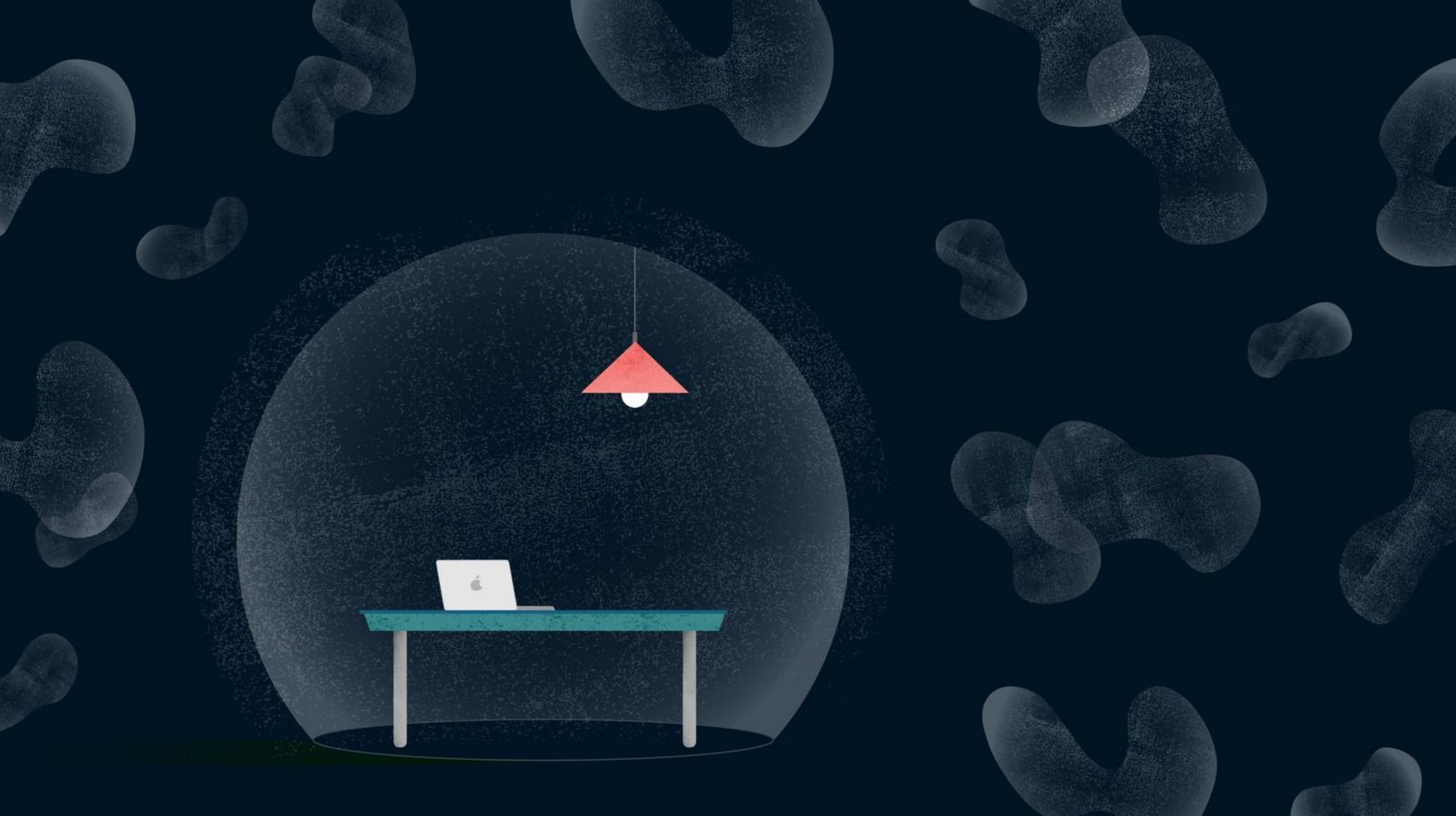
2020

2019

Health and safety at work: Vital statistics 2020

Overall picture for Great Britain





WE'VE REOPENED THE OFFICE. WHY DOES EVERYONE WANT TO KEEP WORKING FROM HOME?



TOM FISH BLVD

@markettoanist.com

Rethinking employee wellbeing in a hybrid work age



NUTRITION

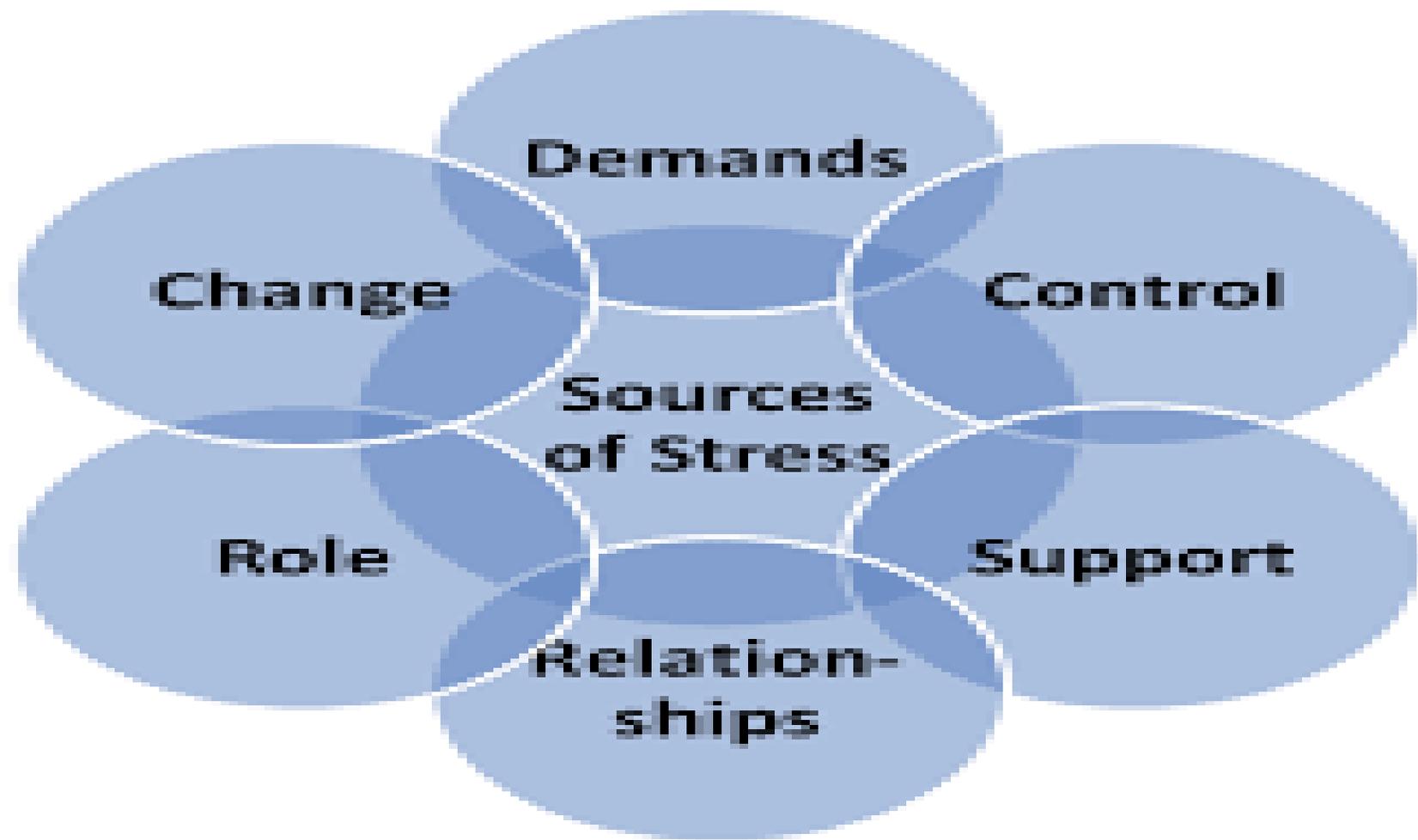


WELLNESS PROGRAM



EXERCISE





**The Health and Safety Executive
Management Standards Framework**

Management Standards

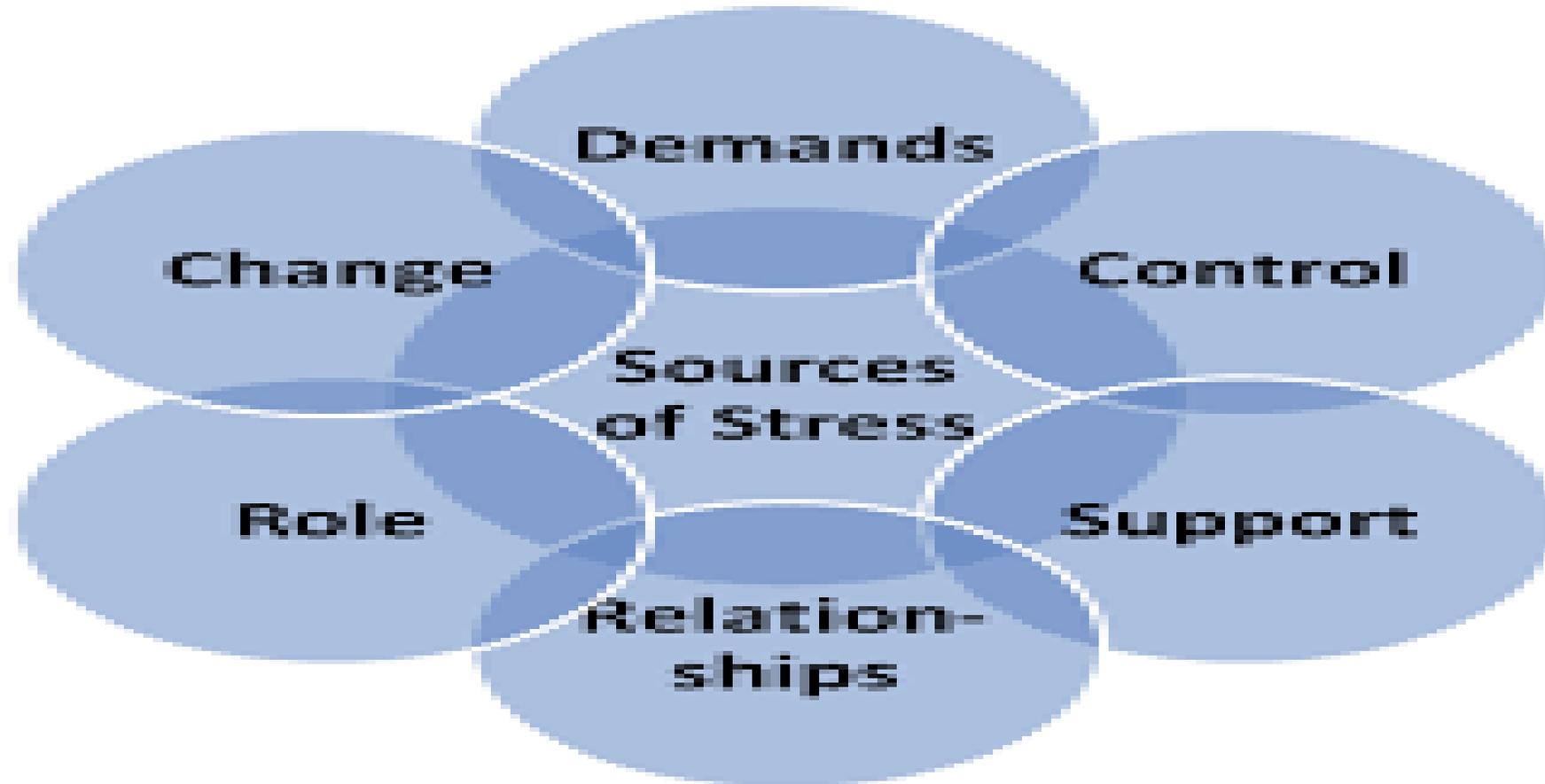
The Standards and supporting processes are designed to:

Help simplify risk assessment for stress;

Encourage employers, employees and their representatives to work in partnership to address work related stress throughout their organisation;

Provide the yardstick by which organisations can gauge their performance in tackling the key causes of stress

In covid19 which of the six sources of stress are prominent

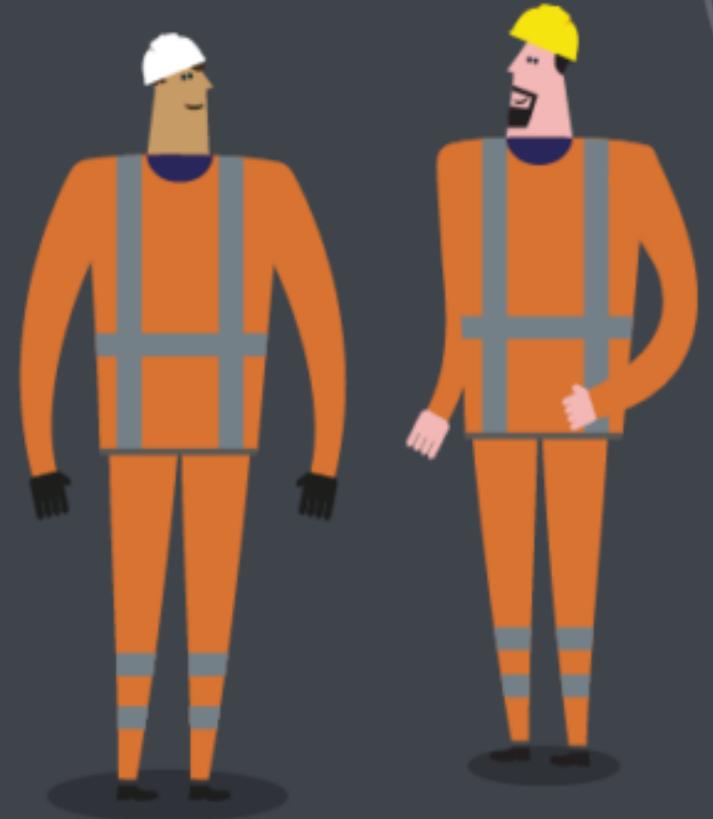


**The Health and Safety Executive
Management Standards Framework**

WORKING MINDS

MAKE IT ROUTINE

→ REACH OUT → RECOGNISE → RESPOND → REFLECT →



WORKING MINDS

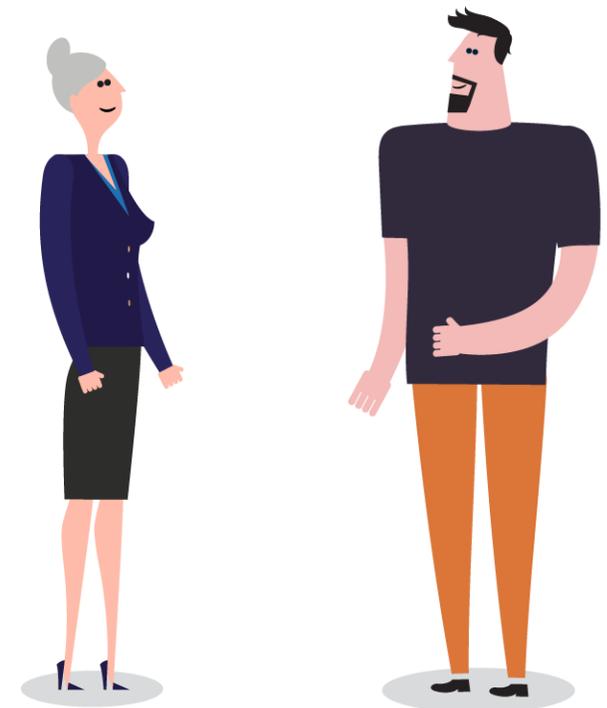
MAKE IT ROUTINE

REACH OUT → RECOGNISE → RESPOND → REFLECT

REACH OUT

Anyone can suffer with stress and poor mental health – it can affect people at different times and in different ways.

Start the conversation, it's an important first step towards supporting good mental health, preventing work-related stress and creating a healthy, happy and productive workforce.



WORKING MINDS

MAKE IT ROUTINE

REACH OUT → RECOGNISE → RESPOND → REFLECT

RECOGNISE

Recognise the signs of stress and individuals in teams.

In individuals, this can look like:

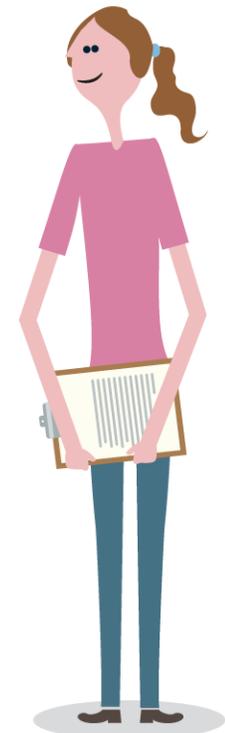
- mood swings
- being withdrawn
- increased emotional reactions
- may seem more titchy or nervous,
- may take more time off work or start to arrive late.

As a team or business you might notice more complaints, arguments more sickness absence and impacts on productivity and performanc or higher staff turnover.

There are **six main areas** that may cause issues if not managed well.



- Demands
- Control
- Support
- Relationships
- Role
- Change



WORKING MINDS

MAKE IT ROUTINE

REACH OUT → RECOGNISE → RESPOND → REFLECT

RESPOND

If someone is experiencing stress or a mental health problem, they should be encouraged to talk to someone.

Action points and solutions to prevent stress and support mental health should be agreed together between employers and workers.



WORKING MINDS

MAKE IT ROUTINE

→ REACH OUT → RECOGNISE → RESPOND → REFLECT →

REFLECT

Monitor and review the actions you've taken, or not in some cases.

Consider how effective they are, and if they're not working, try something else.



WORKING MINDS

MAKE IT ROUTINE

REACH OUT → RECOGNISE → RESPOND → REFLECT

ROUTINE

Make it routine to ask how people are.

The important thing is to make talking about how people are feeling, normal.

Take regular opportunities to check-in on mental health and stress.



The real changes
happens when we ?





