

In The Eye Of The Storm: Mental Health Post-Pandemic

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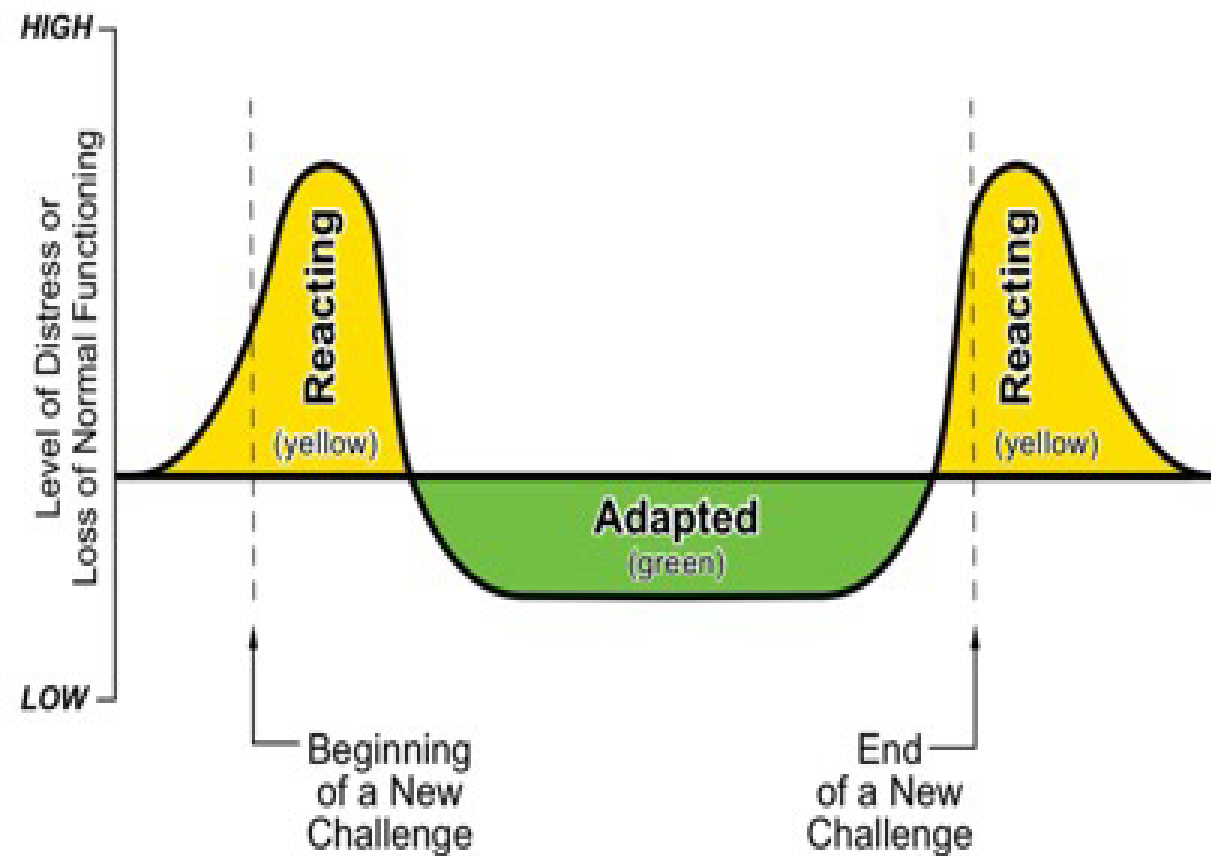
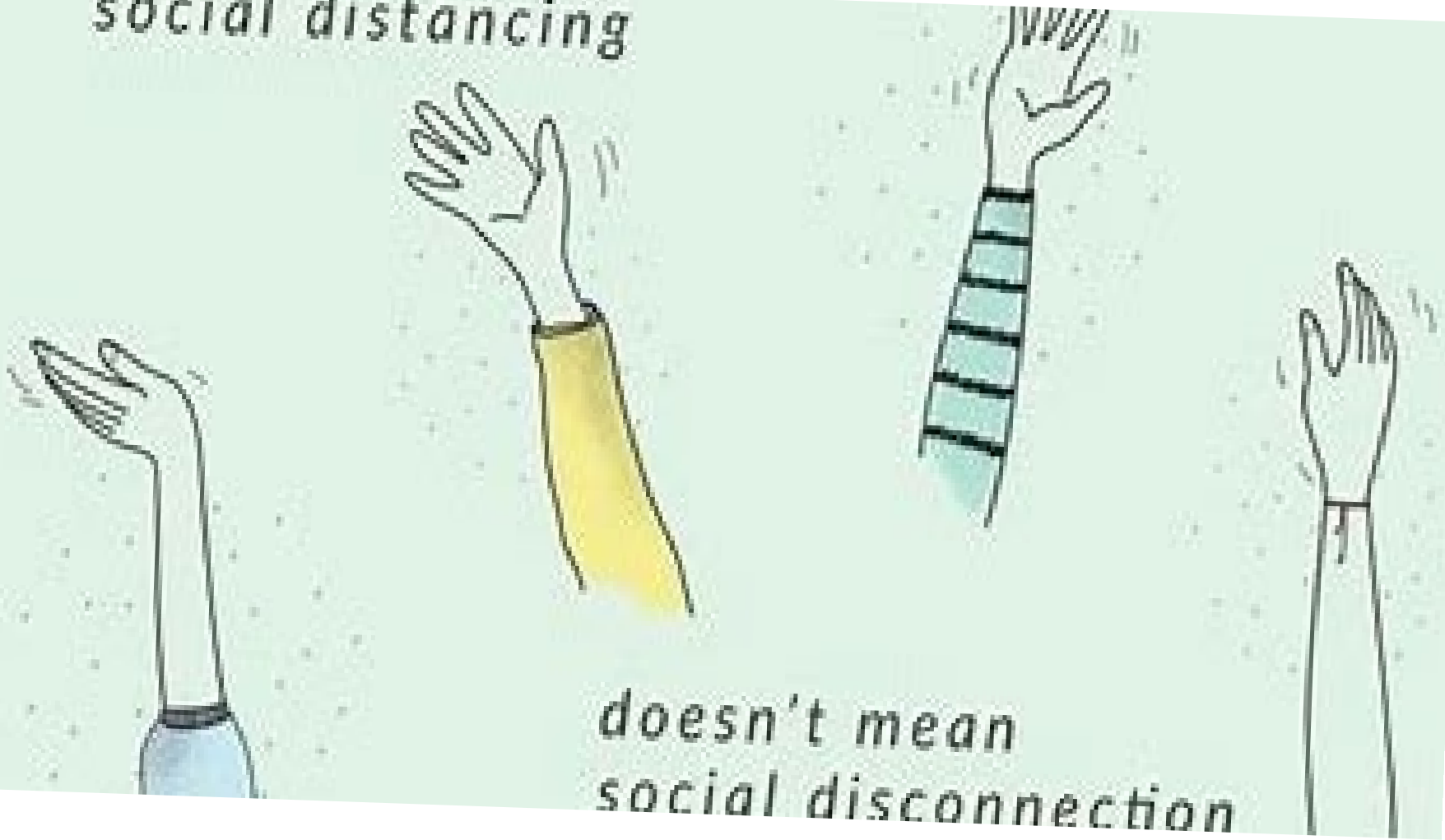
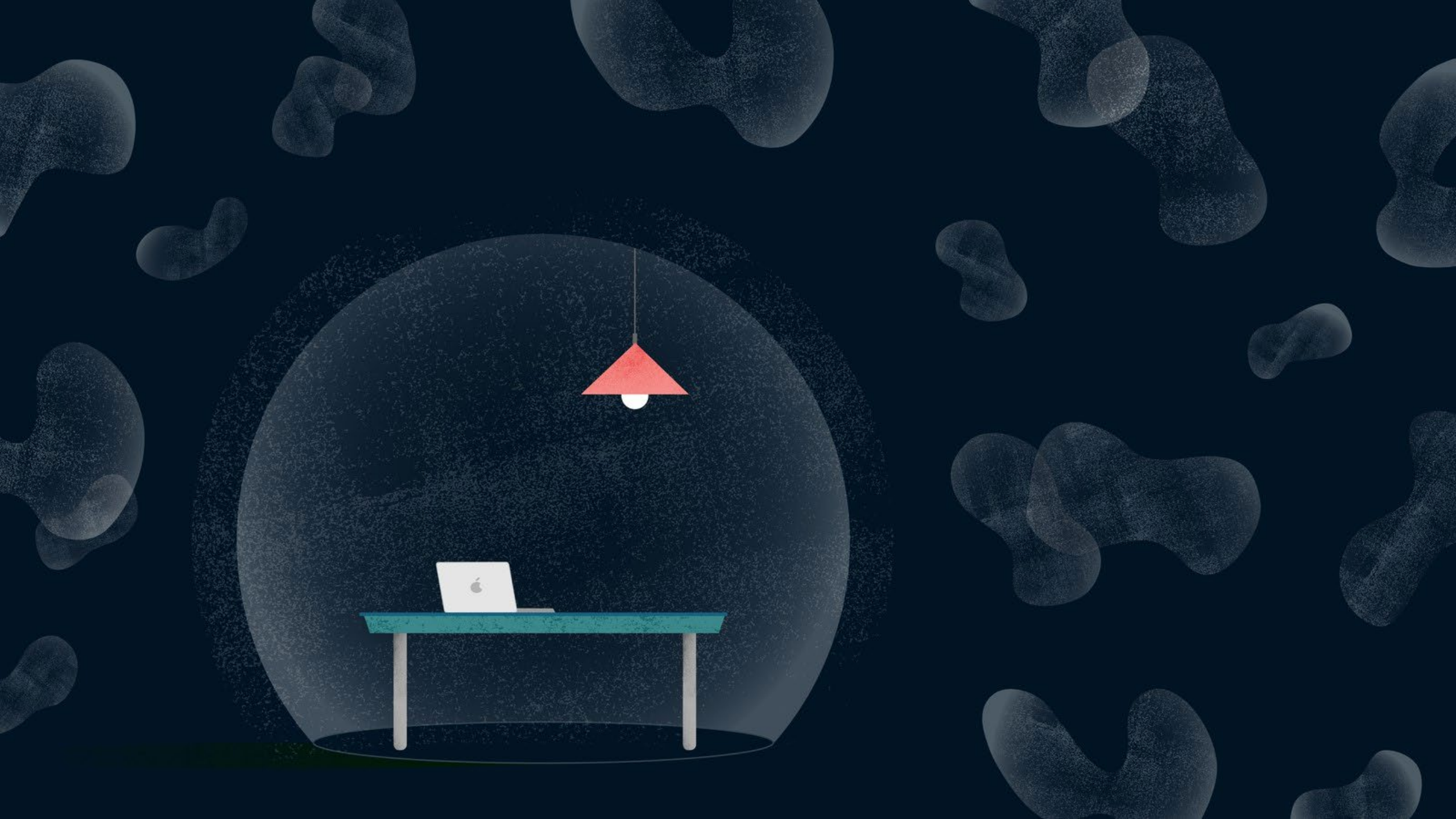


Figure 4-3. Usual Course of Yellow Zone Stress Reactions.

social distancing



*doesn't mean
social disconnection*



Pre Pandemic 2018

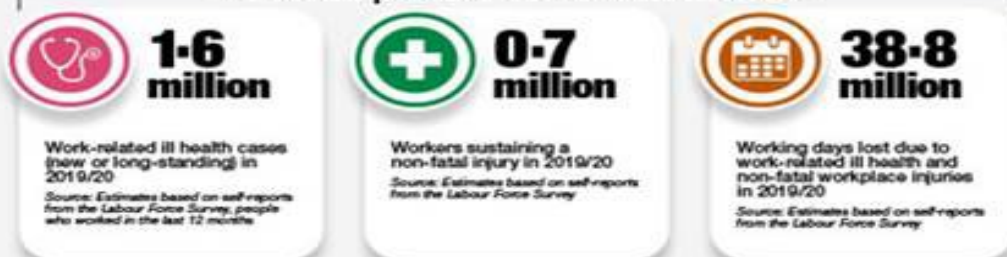
NABS and Mind's survey of 576 UK advertising and media industry employees found:

- **64%** of respondents say they have considered leaving the industry at some point because their wellbeing was being affected by their work
- **36%** say their mental health over the past 12 months has been either poor or very poor
- **60%** say work has had a negative impact on their wellbeing over the past 12 months
- **46%** say they wouldn't feel comfortable talking to their line manager if work was having a negative impact on their mental health
- **33%** say their senior leadership team doesn't encourage positive workplace wellbeing within their organisation
- **26%** say they have a long term mental health condition

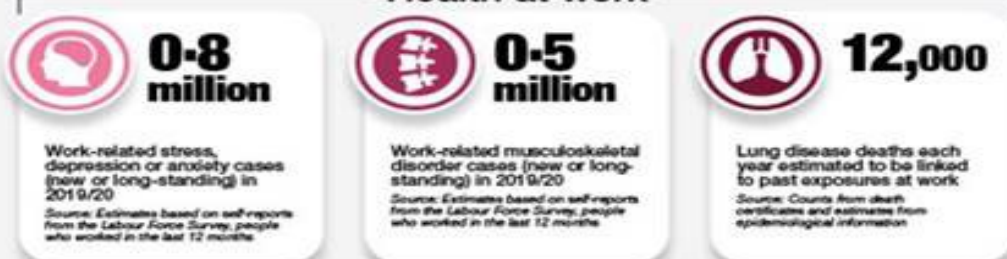
2020

Health and safety at work: **Vital statistics 2020**

Overall picture for Great Britain



Health at work



Fatalities



Costs to Britain



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2019



**Work-related ill health cases
(new or long-standing) in 2018/19**
Source: Estimates based on self-reports
from the Labour Force Survey, people who
worked in the last 12 months



Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



Work-related musculoskeletal disorder cases (new or long-standing) in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



Annual costs of new cases of work-related ill health in 2017/18, excluding long latency illness such as cancer

Source: Estimates based on HSE Costs to Britain Model



Workers sustaining a non-fatal injury in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey



Non-fatal Injuries to employees
reported by employers in 2018/19
Source: RIDDOR



Fatal Injuries to workers in 2018/19

Source: RIDDOR



Annual costs of workplace Injury
In 2017/18

Source: Estimates based on HSE Costs to Britain Model



Working days lost due to work-related ill health and non-fatal workplace injuries in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey



Lung disease deaths each year estimated to be linked to past exposures at work

Source: Counts from death certificates and estimates from epidemiological information



Mesothelioma deaths in 2017, with a similar number of lung cancer deaths linked to past exposures to asbestos

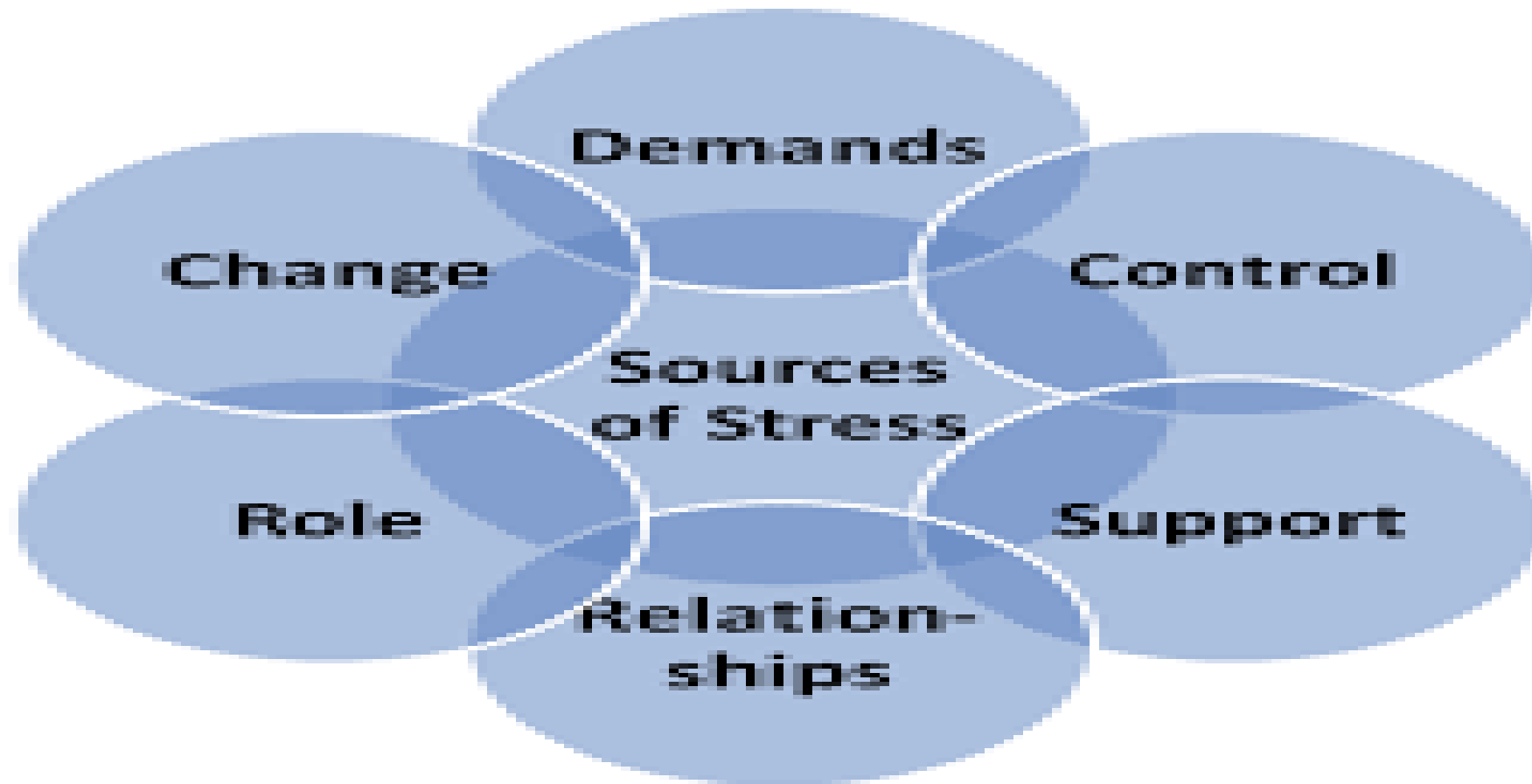
Source: Counts from death certificates and estimates from epidemiological information



Annual costs of work-related
Injury and new cases of ill health
In 2017/18, excluding long
latency illness such as cancer

Source: Estimates based on HSE Costs to
Britain Model

In covid19 which of the six sources of stress are prominent



The Health and Safety Executive
Management Standards Framework

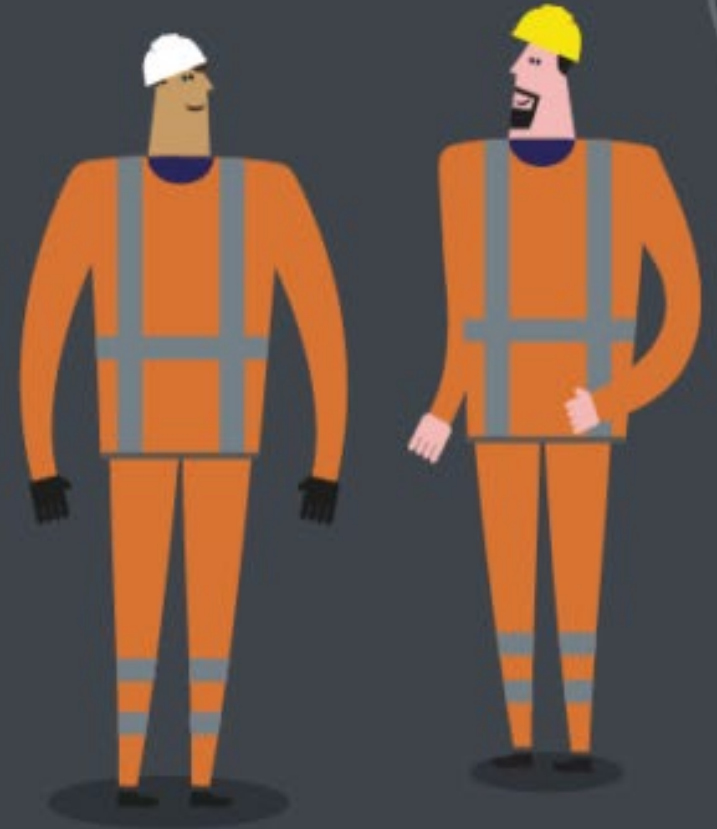
Post pandemic



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:

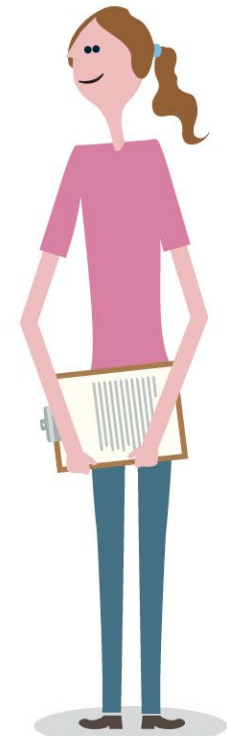
- mood swings
- being withdrawn
- increased emotional reactions
- may seem more titchy or nervous,
- may take more time off work or start to arrive late.

As a team or business you might notice more complaints, arguments more sickness absence and impacts on productivity and performance 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

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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

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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

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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.





ISO 45003

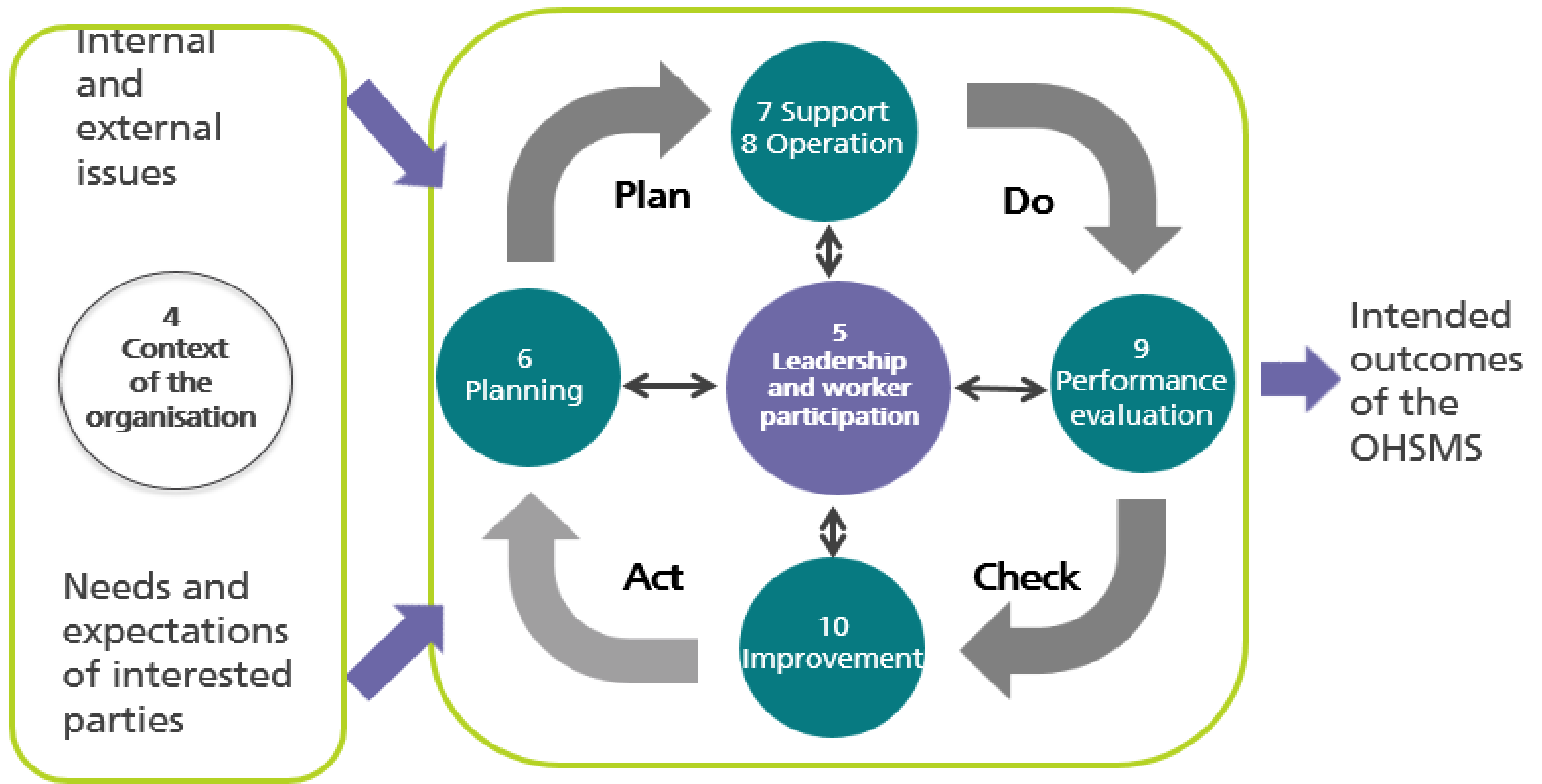
Managing
psychological health
and safety at work



Psychosocial risks

- Psychosocial risk factors are things that may affect workers' **psycho**logical and **social** response to their work and workplace conditions
- ISO 45003 defines 3 areas:
 - Work Organization
 - Social Factors
 - Environment, equipment and hazardous tasks
- As well as leading to **stress**, which is a hazard in its own right, psychosocial risk factors can lead to, or increase likelihood, of physical harm such musculoskeletal disorders
- Some forms of physical risk also increase likelihood of psychosocial risks – violence, noise, MSDs, thermal comfort etc.
- It can also increase the risk of human failure (as covered in ISO 45001 OHS technical training – risk assessment module)





HSE Talking Toolkit

Helping managers start a conversation with their people in identifying stressors (risks) to help manage and prevent work-related stress

Simple, practical approach which focuses on the Management Standards

Supports employers, particularly SMEs, to start the process of identifying and managing risks

Starts engagement with employees in developing solutions on identified risks (risk assessment process)



Talking Toolkit

- The toolkit has six templates for conversations in respect of the six key areas of work design that, if not properly managed, are associated with poor health, lower productivity and increased accident and sickness absence rates.
- Each of these is designed to get line managers and employees talking about issues that may be causing work-related stress

The real changes
happens when we ?





connect
empathy
compassion
hear
giving
needs
present
i hear you
presence
understand
alive
compassionate
communication
heart
mutual
emotional
hearing
insight
soul
safety
communication
response
dialogue
empathic
compassion
feelings
authenticity
interpersonal
awareness
self-empathy
understanding
emotion
request
listening
relationship
meeting
speak

