

Return to work - supporting the mental health of staff

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mind.org.uk/work





We're Mind, the mental health charity

We won't give up until everyone experiencing a mental health problem gets both support and respect

Impact on individuals

Context

- **Outbreak cuts across all areas of wellbeing –** physical, mental, social and financial
 - **Impact on individuals –** different for everyone (most likely in multiple ways and at different times)
 - **Impact on mental health –** health anxiety, uncertainty, isolation, limiting our access to things that keep us well, bereavement, trauma
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Headlines from our survey – up to week 4

Adults and CYP were continuing to get used to some coronavirus restrictions

Parents and BAME respondents are more affected by concerns about work

Women are disproportionately affected by coronavirus restrictions

People felt their issues are not serious enough to seek help

More people are drinking alcohol and eating too much/too little to cope

18-24 year olds use more negative coping strategies and are struggling to access support

Week 5 respondents have worse mental health, feel more lonely and less optimistic

In contrast to week 4, where respondents' mental health was better than before and new guidelines (for England) were yet to be announced, in week 5 42% of our 2,416 new respondents described their mental health as poor or very poor, in comparison to a third (33%) of respondents in all weeks before. An identical proportion (50%) said their mental health had got worse recently

Slightly less people said that they've been feeling optimistic about the future. More (42%) said they had rarely or not felt optimistic at all (vs 37% in all previous weeks), and that they've rarely or not been feeling close to people (49% vs 41%)

We also saw an increase in the proportion of people saying their mental health is *much* worse as a result of not being able to see people (43% this week vs 34% before) and feeling lonely (35% this week vs 25%)

"I keep trying to be optimistic about the light at the end of the virus tunnel, but it seems to be a long way off and my personal life, what there is of it, is on long-term hold"

"At lock down I began having panic attacks which as time has gone on have settled down. With the announcement of lockdown easing though my anxiety has flared back up again."

Returning to work is a source of anxiety

Although we did not ask specifically about returning to work, the free text responses suggest that people are experiencing anxiety around going back to their jobs

"Going back to work in a pre school I just feel so scared as I know how quickly germs spread at work and there's no way we can practise social distancing it just makes me feel really anxious"

"I don't want to go back to work, I'm anxious about being around people again"

"I'm worried about putting my family's safety at risk by going back to work. I'm worried that I will be made redundant anyway. I'm struggling financially already. Every aspect of my life is in crisis."

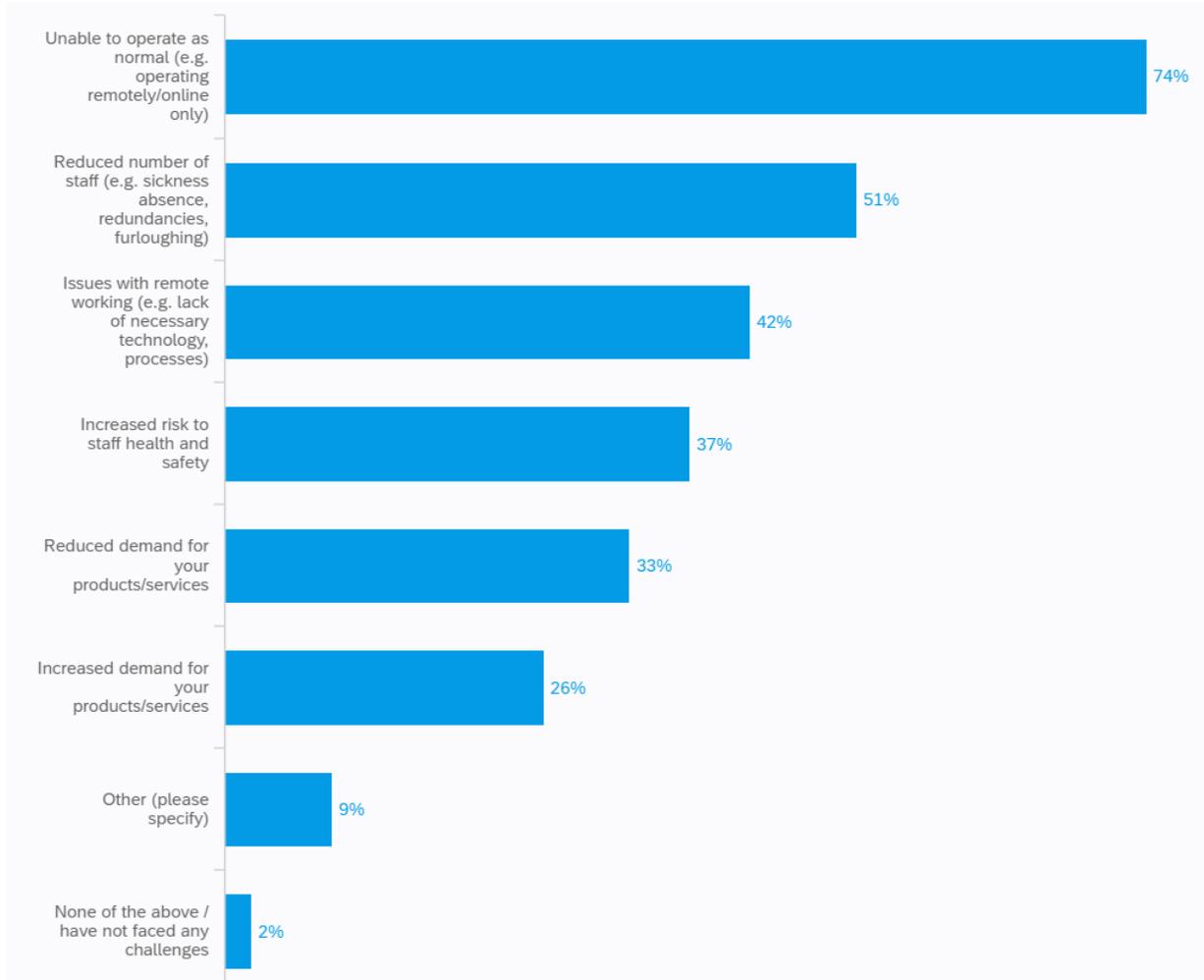
"[Mind should] start helping people to think about going back to work and when the world becomes a busier place. I have spent the entire lockdown worrying how I will function when this is over and that I will lose my job because I won't be able to do it. No one has provided any support for those worries and feelings"

"I am on furlough, and increasingly worried (and anxious) about the inadequate plans for worker safety on any forthcoming return to work."

"Being able to return to work and coping. I can find relationships with colleagues difficult at times and this has improved in the current situation and I worry I will find it difficult to return"

Impact on workplaces

Challenges faced as a result of CV-19



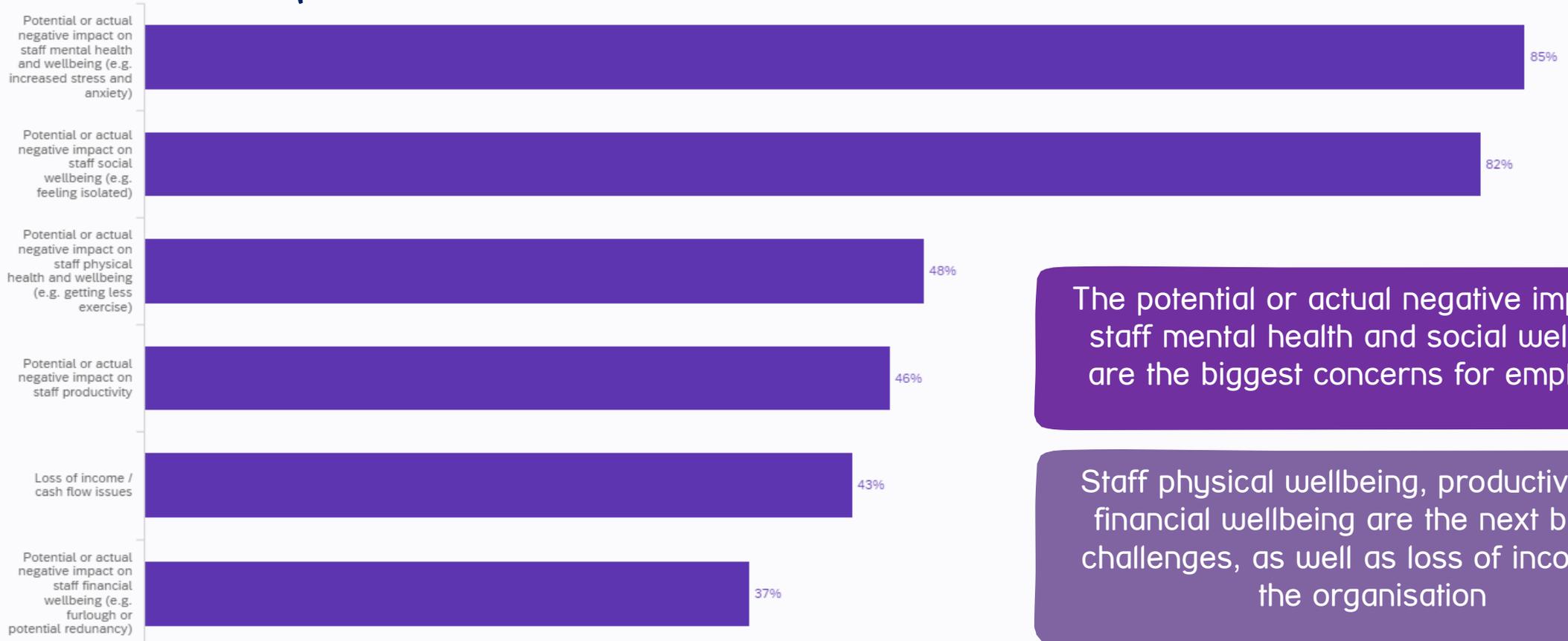
Most organisations are unable to operate as they normally would and over half are operating with fewer staff

Remote working issues and increased health and safety risks are experienced by around 2 in 5 employers

While a third of organisations have experienced reduced demand for their products/services, a quarter are experiencing increased demand

Impact of CV-19 challenges

Top 6

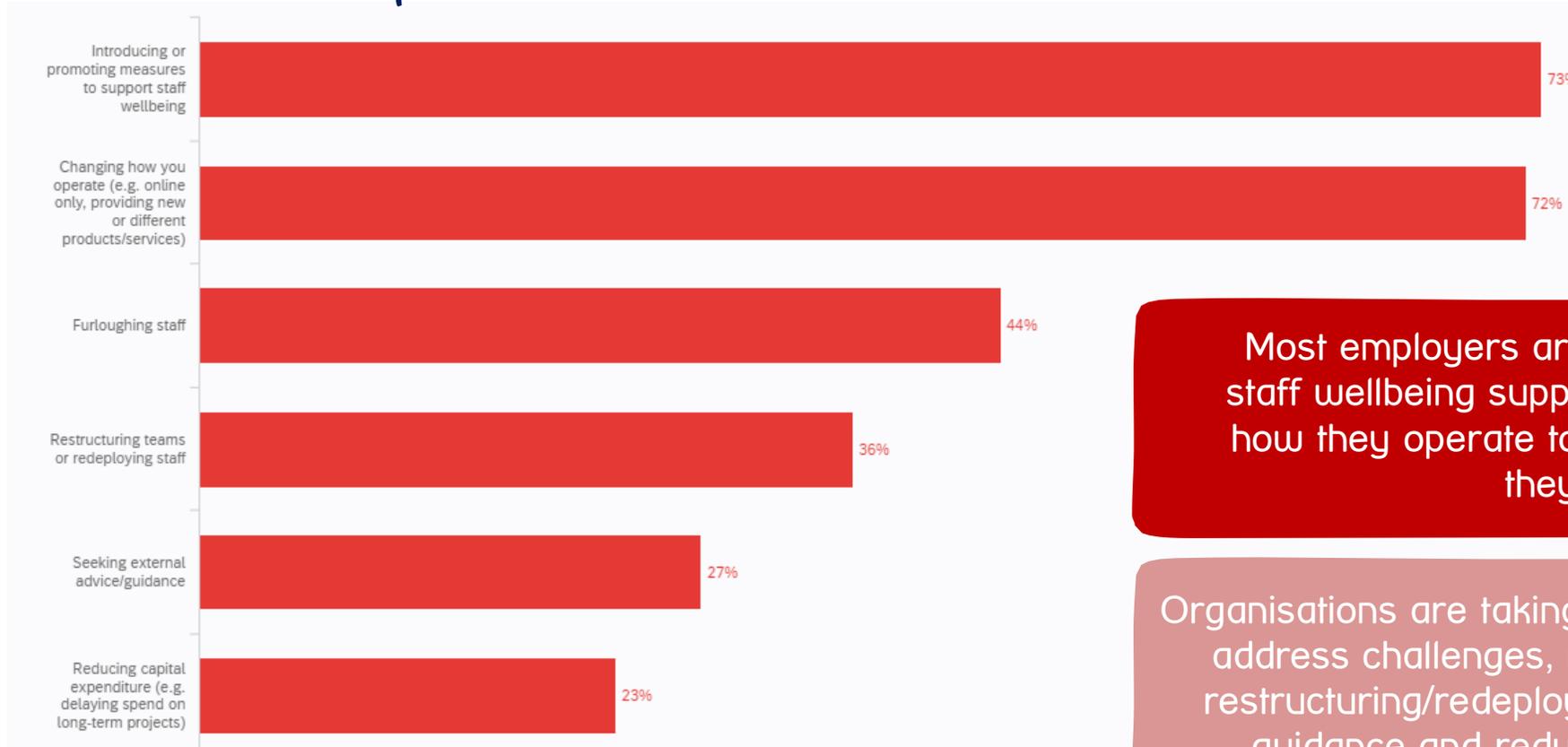


The potential or actual negative impact on staff mental health and social wellbeing are the biggest concerns for employers

Staff physical wellbeing, productivity and financial wellbeing are the next biggest challenges, as well as loss of income for the organisation

Actions taken to address CV-19 challenges

Top 6



Most employers are introducing or promoting staff wellbeing support measures and changing how they operate to respond to the challenges they are facing

Organisations are taking a variety of other actions to address challenges, including furloughing staff, restructuring/redeploying staff, seeking external guidance and reducing capital expenditure

Useful resources

- Information for [individuals](#) and [young people](#)
- Information on [bereavement](#) and [managing stress](#)
- Information for [workplaces](#)
- Toolkits for [employers](#)

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To find out more visit
mind.org.uk/workplace

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