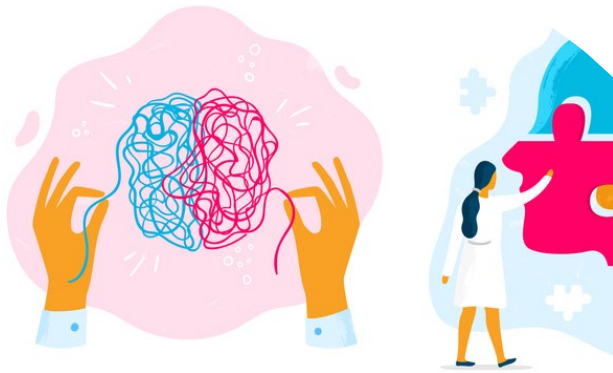


SKANSKA



Looking after our mental wellbeing – returning to the workplace

Tricia O'Neill RGN MSc MBA (Dist.)

UK Head of Occupational Health and H&S
Education & Competence

Skanska UK plc



- 3 big changes
- Covid-19
- Lockdown
- Furlough

CORONAVIRUS
PREVENTION

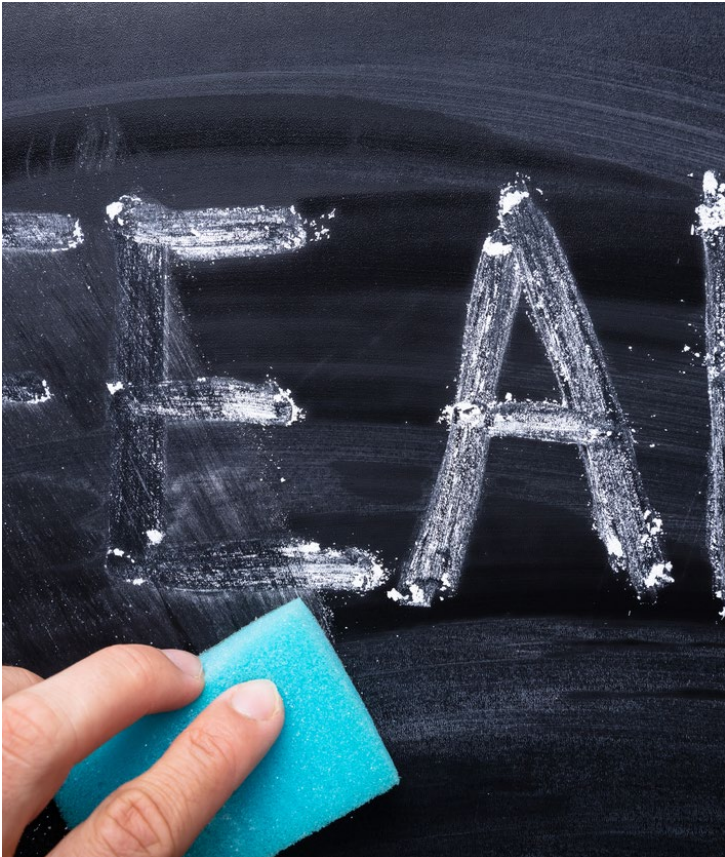


We have been diligent at making sure people remain safe in the workplace and have reduced the risk but....

WEARING
RIDING O



Don't forget...it's their health,
their risk and their decision



1. Covid-19
2. Furlough
3. Lockdown

- Vulnerable /shielding roles
- Travelling to work
- Being at work
- Having to meet others as part of role/work
- Taking virus home
- Health anxiety

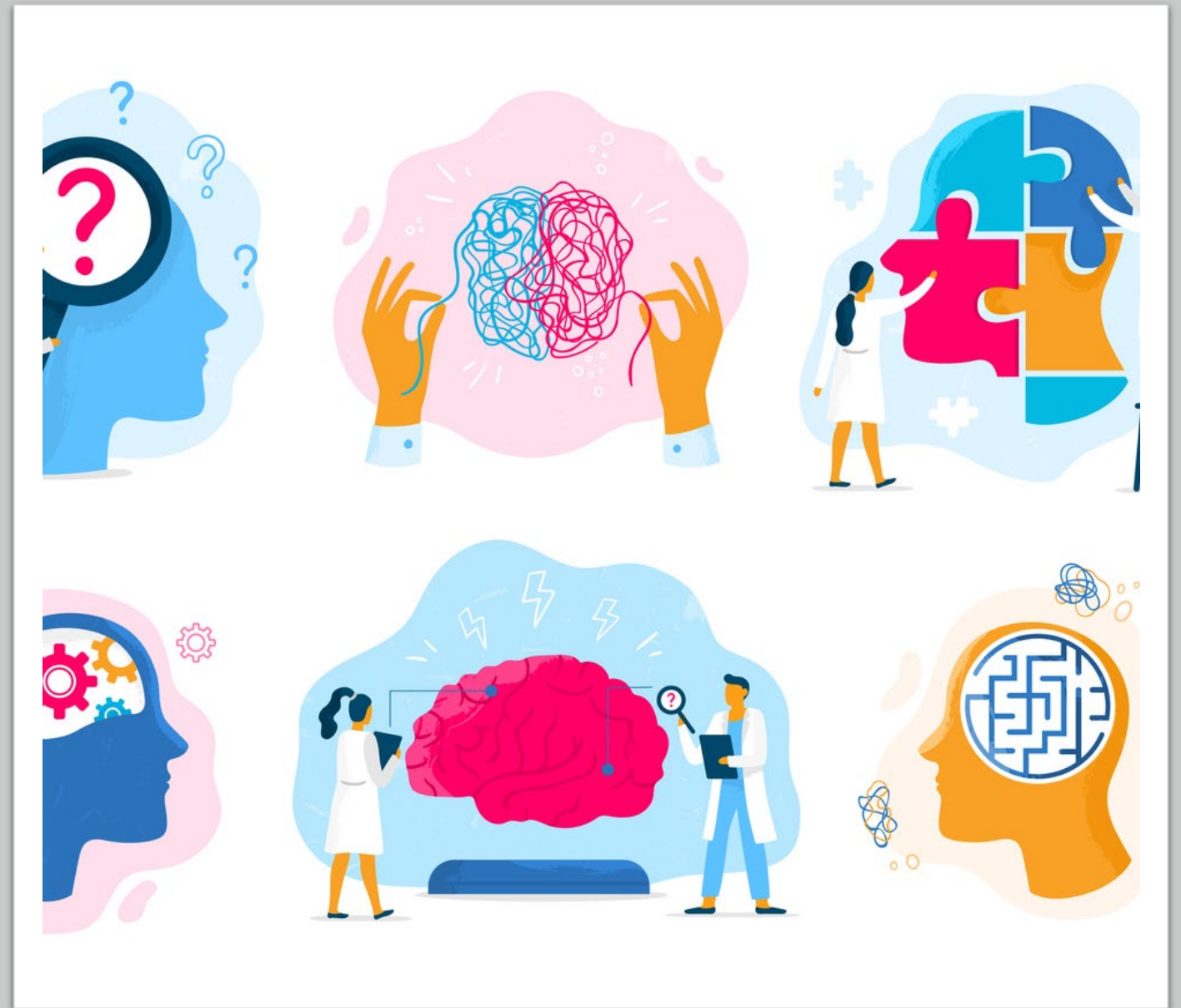
1. Preparing the business

- Emotional Change Curve - a 7 week focus and resource kit
- Used Mental Health Awareness week to focus on sleep
- Series of webinars with a Clinical Psychologist
- Targeted support for sectors such as HealthCare



2. Preparing our managers & HR

- 4-hour Mental Awareness course
- Online Health Anxiety webinar
- Use of Workplace Adjustment plan (WrAP)
- Access to OH Specialist through OH Advisory line
- Vulnerable person risk assessment



3. Preparing our people – coping strategies

- EAP – online and Health e hub – on all work phones
- Mental Wellbeing resource hub
- Utilising comms channels like Yammer
- Mental health Ambassador/First aider network



What will be the new norm?

