
Rising to the new challenges for our organisations

Elsa Mason August 2020

What conversations are we having?

optimistic
weary
struggling
impacted business
financial worries
creative
concerns for others
burnout
innovation
secure business

Look Back and Learn

Learning From Experience

What went well?

What didn't go well?



Look Around and Notice.....

You and your
team

Talk to
customers and
colleagues

Employee
Assistance
Programme data

Benchmarking

Trade pages

Solidity of
current markets

Looking Forward.....

What markets are you moving towards?

What skills, accreditations memberships do you need?

Returning to Work

Permanent Work from Home

Mental Health

Business Interruption



Returning To Work

Scoping workplace for future phases

Re-inductions

Conventional Safety

Reintegrating teams

Skill fade

New behaviours

Approach to testing workforce

Policy on travel and visitors

Those reluctant or desperate to return

Permanent Work from Home

Workstation assessments

Need for social interactions

Lone working

Embedding culture with new employees

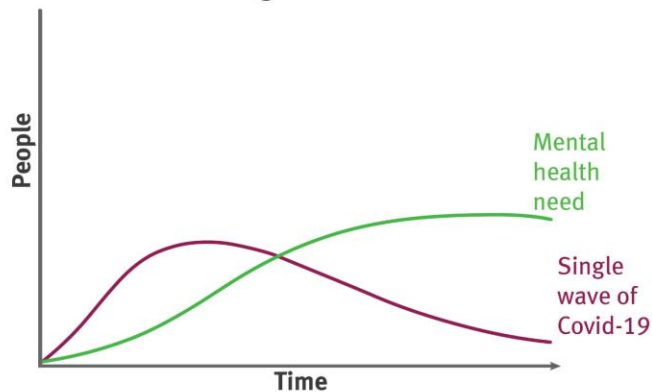
Buddy networks

Ongoing health assessments

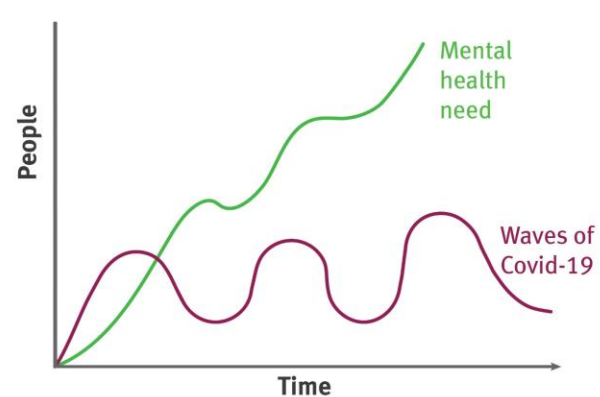
Mental Health

Scenarios of mental health need relating to Covid-19 and how they could compare with the trajectory of the virus itself

Scenario 1: A single wave of Covid-19



Scenario 2: Two or more waves of Covid-19



Covid-19 and the nation's mental health: Forecasting needs and risks in the UK

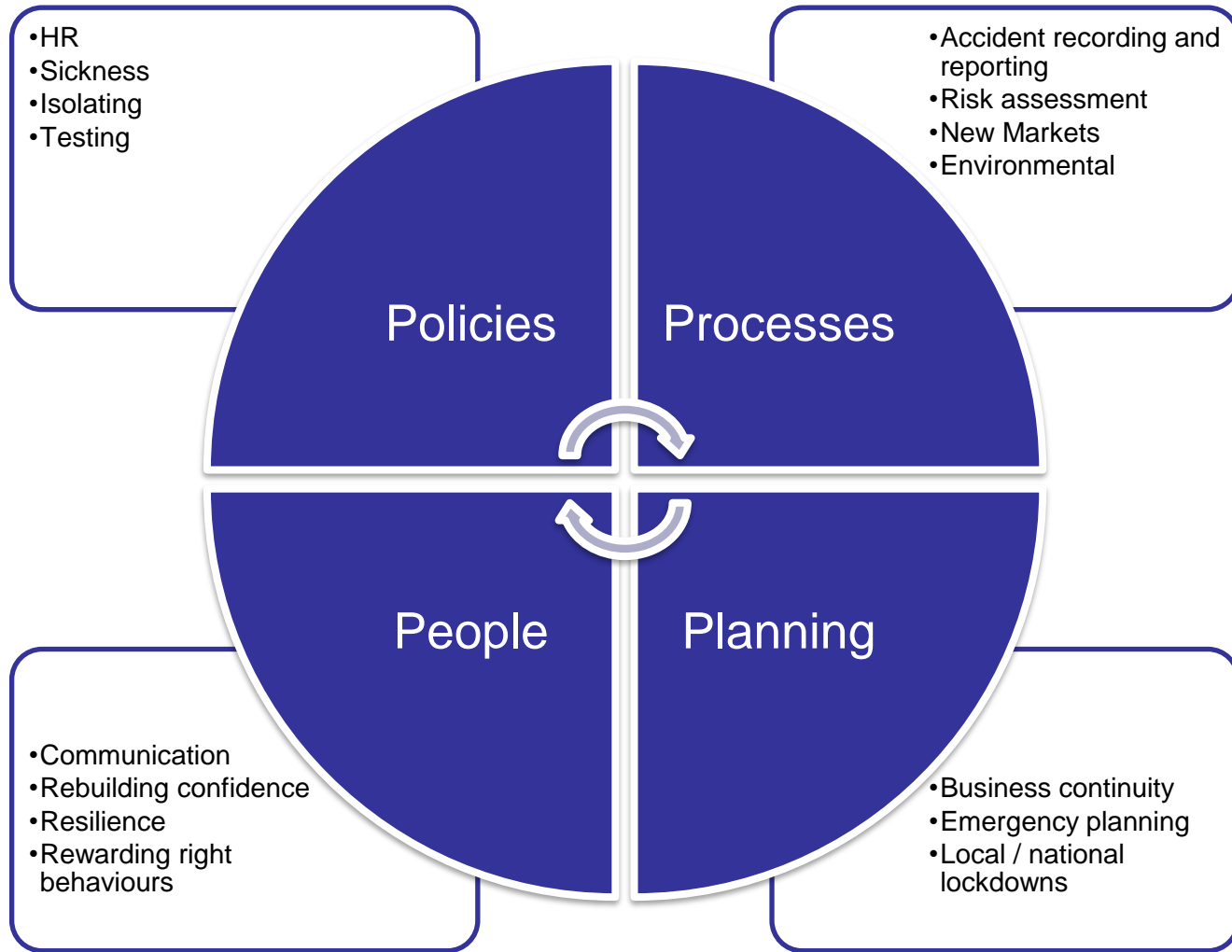
Centre for Mental Health report identifies key areas that, if addressed, would reduce the impact for people.

1. Providing as much of a financial safety net as possible for those whose livelihoods are affected by the pandemic to prevent further financial insecurity and the serious effects this has on people's mental health.
2. Ensuring we provide advice and support to help to create a sense of psychological safety for people following the lockdown. Whether in the office or working from home.
3. Developing a proactive and tailored offer of mental health support to people who have received hospital treatment for Covid-19 or have had Covid-19 and to people who have experienced a bereavement during this time, whether from the virus or other causes.
4. Prepare for a recession, with resources (financial and human) to respond either to a single, deep recession this year or to a series of economic shocks each of which will create additional need for mental health support.

Mental Health and Wellbeing



Business Interruption Strategy



How Do You Want to Lead and Influence in your Organisation?



Closing Thoughts



Concurrent recovery and crisis response



Communications are paramount



Influence of the OSH professional is key



Craft your culture



Build back better

For more information contact

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If there's something you'd like to see from you IOSH
branch meetings

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