



Covid-19 | The Impact on Worker Wellbeing

5th May 2020

Stephen Haynes | Head of Programme



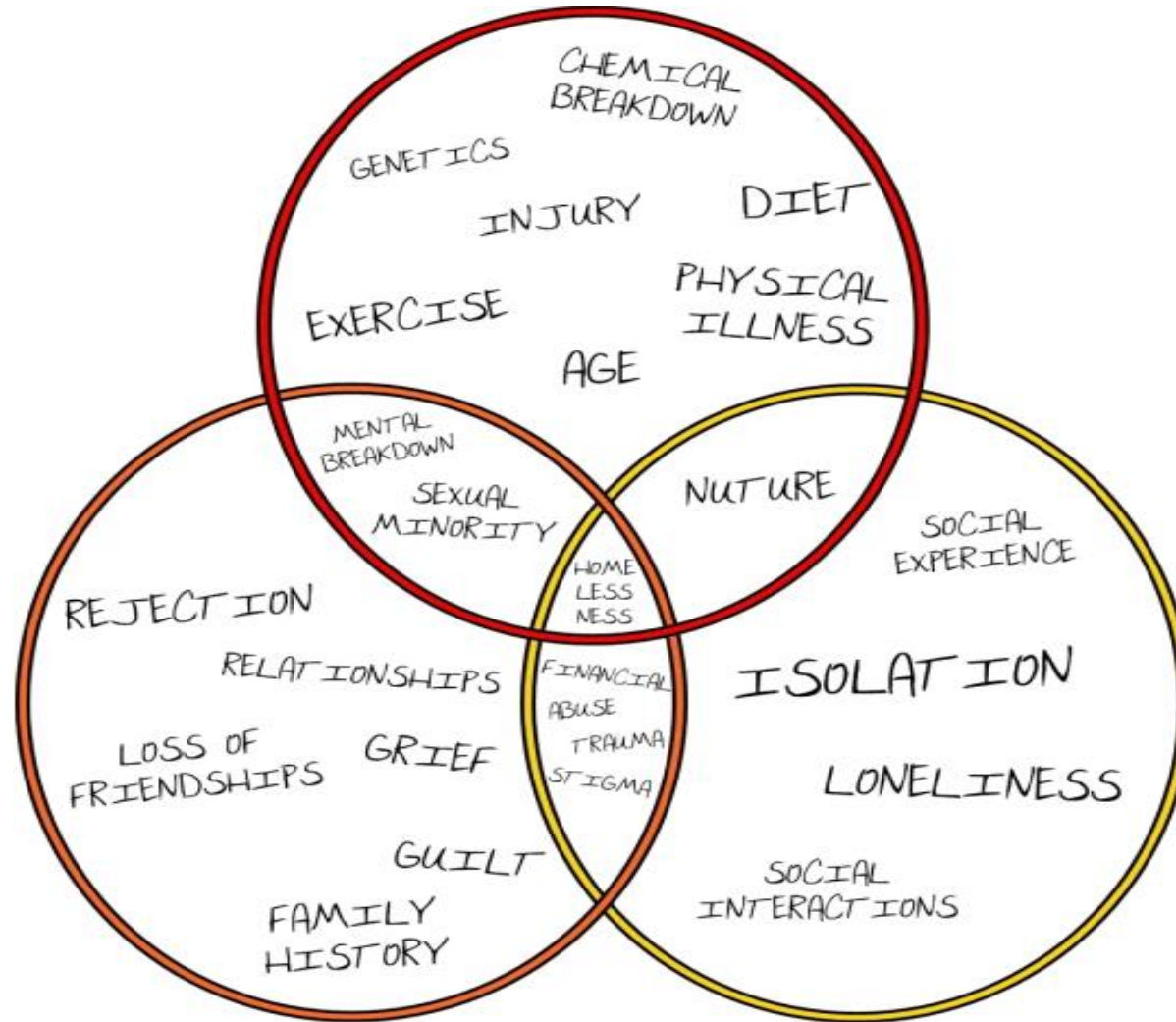
- What do we mean by mental health?
- Mental health in construction – recap
- How is Covid-19 affecting people's mental health?
- Considerations for returning to work
- Instilling a culture of 'psychological first aid'
- How can we support someone in crisis?
- What can we do to keep well ourselves?

Biological

What influences our mental health?

Psychological

Social





What do we mean by mental health?

Mild

A **mild** mental health problem is when a person has a small number of symptoms that have a limited effect on their daily life.

Moderate

A **moderate** mental health problem is when a person has more symptoms that can make their daily life much more difficult than usual.

Severe

A **severe** mental health problem is when a person has many symptoms that can make their daily life extremely difficult.

A person may experience different levels at different times.



- Depression/ anxiety account for **44%** of all work-related ill health cases and **54%** of all working days lost (2018/19)
- **34%** (n=3,400) of construction workers had experienced mental ill-health in the previous year
- **74%** of UK adults have felt stressed to a point where they felt overwhelmed or unable to cope in the past year.



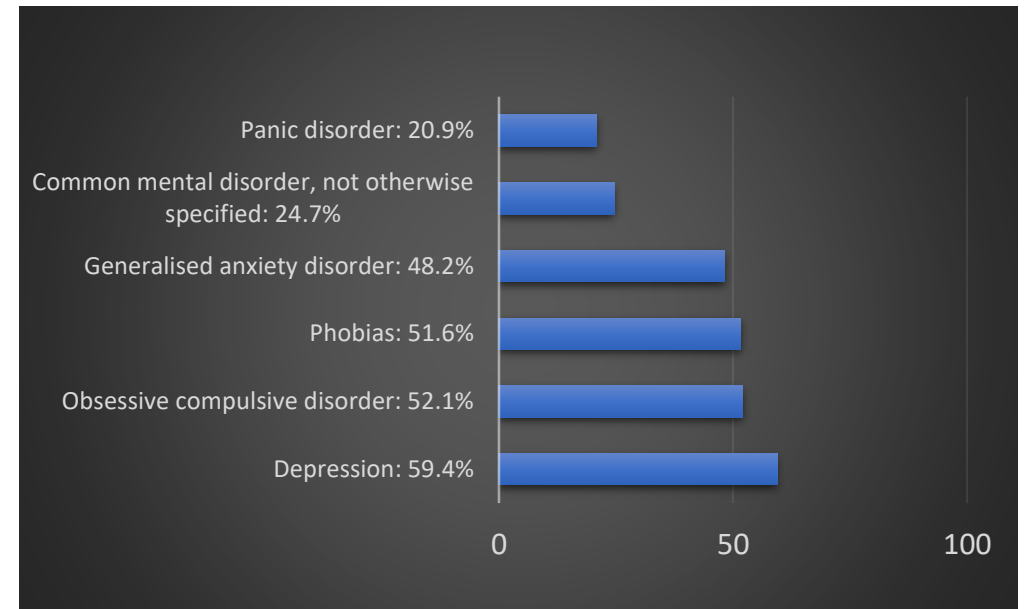
- 60-90% of employees give a different reason for absences relating to stress/ mental health
- 2/3 of employees in construction don't feel there are enough outlets to discuss problems at work
- The suicide rate in construction is up to 3.7 times greater than the national average
- Only 27% of people who died by suicide had been in contact with mental health services in the year before they died.



% of people with common mental health problems that receive treatment (2000 – 2014)



Treatment uptake by common mental health problem (2014)



An estimated **75%** of people with mental health problems may not get access to needed treatment.



Covid-19

We're all this together, right?

“We aren’t all in this together. We’re in the same rough seas, but we’re in very different boats.

Some of those boats are very leaky. Some of those boats were never given oars. Some of those boats have high-powered motors on them.

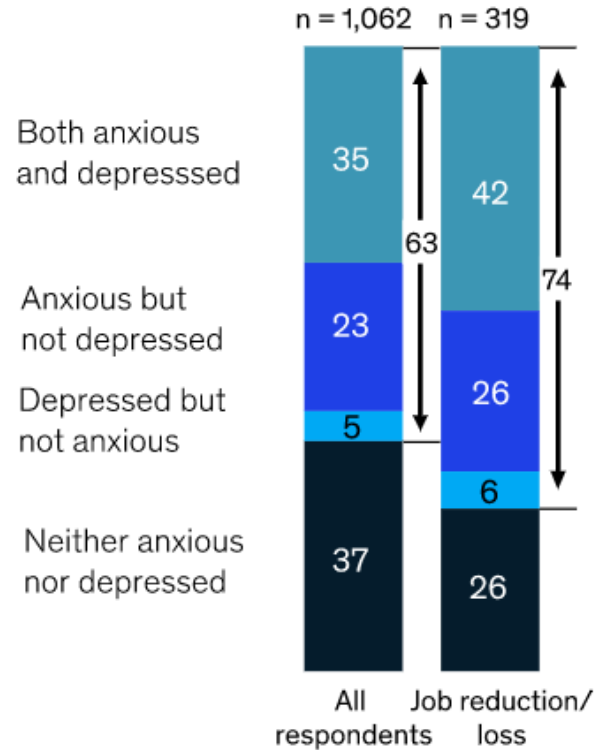
We are not all in the same boat.”

Cynthia Enloe

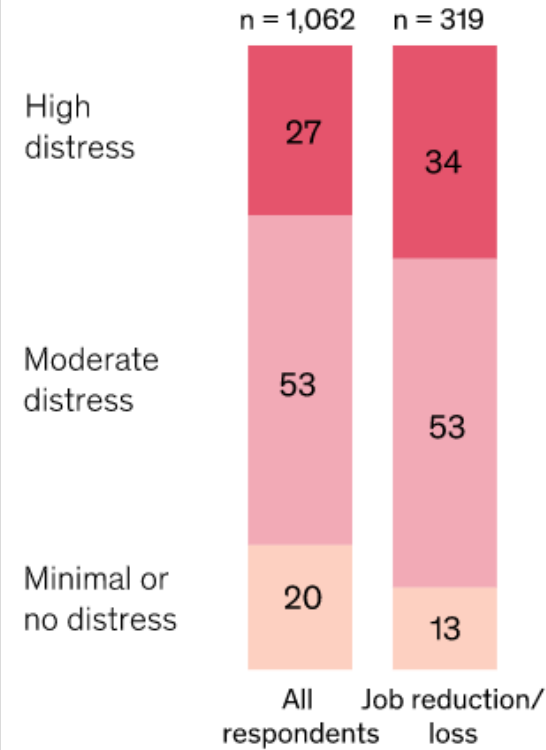


Reported signs of distress related to COVID-19

Respondents reporting feeling anxious or depressed in past week % of respondents



Respondents' reported level of distress related to COVID-19 % of respondents



Respondents' levels of reported substance use



1 out of 4 reported **binge drinking*** at least once in the past week



1 out of 5 reported taking **prescription drugs** for non-medical reasons



1 out of 7 reported using **illicit drugs**

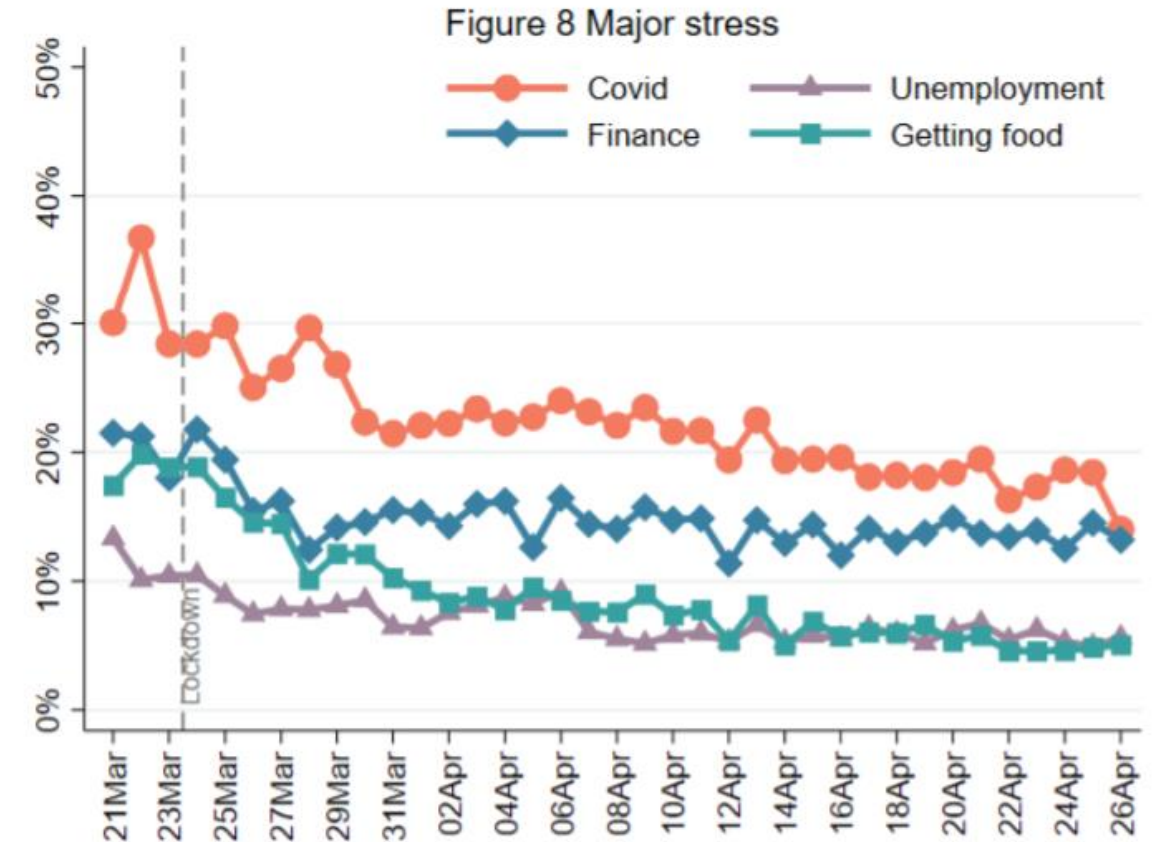
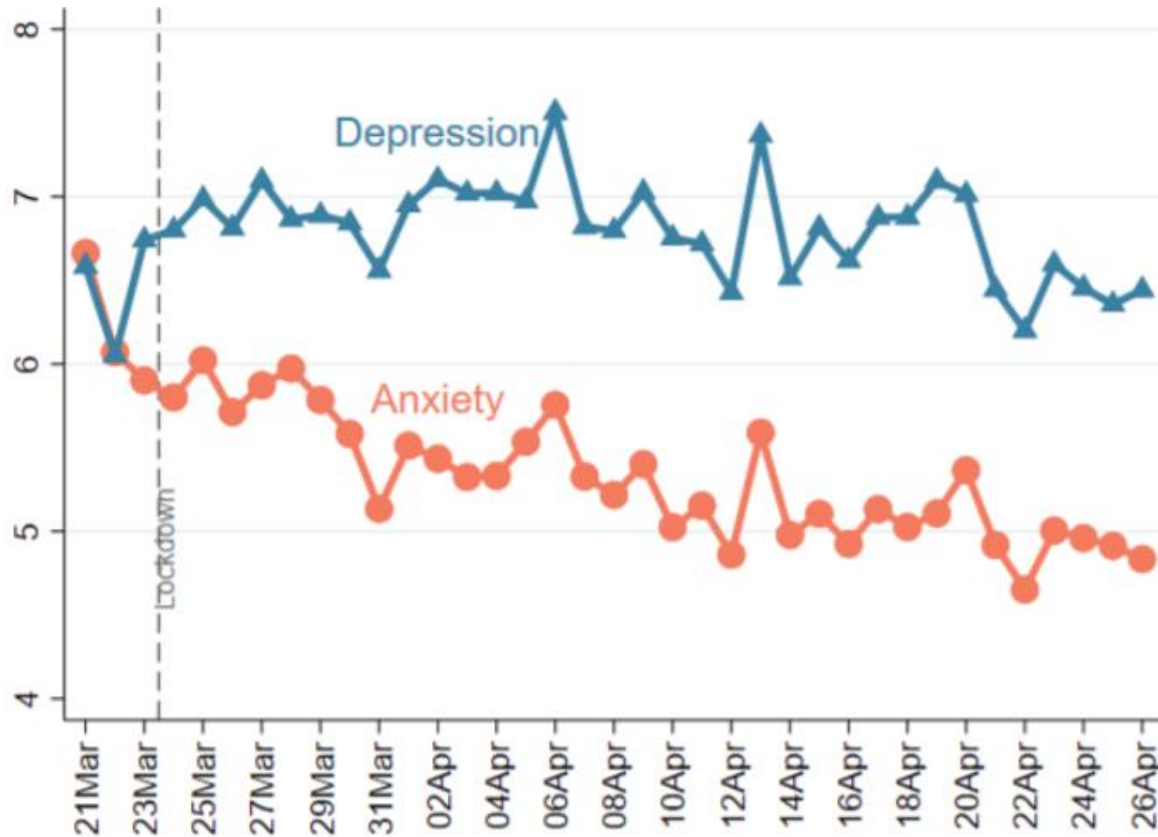
* As defined by National Institute on Alcohol Abuse and Alcoholism, ≥ 5 drinks for men and ≥ 4 drinks for women

QFEEL1. Over the past week have you felt anxious?
QFEEL2. Over the past week have you felt depressed?
QFEEL2a. Please indicate your level of distress related to the Coronavirus/COVID-19 pandemic (10-point scale from least distressed to most distressed. "High" is 8–10, "Moderate" is 4–7, and "Low" is 1–3).

Source: McKinsey & Company

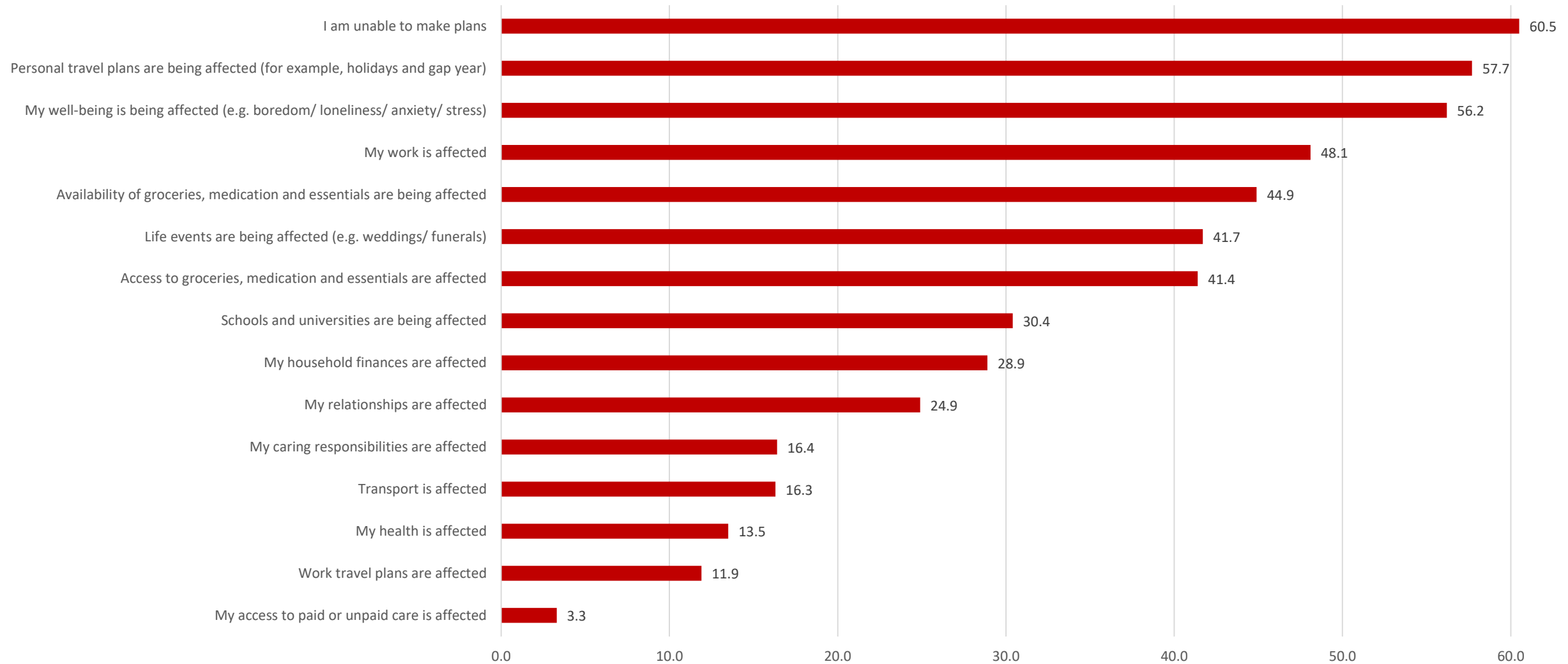


UCL Covid-19 Social Study (Results Release Six: 28 April 2020)





ONS Opinions and Lifestyle Survey (30 April)



Why do we get anxious?





Social media may escalate anxiety more than traditional media.

- Our perception of risk increases when we engage with social media over authoritative/ respected news sources.

More accurate the information = the better we assess risk

- People have more informed risk perceptions where the information they receive comes from trusted sources.

Lack of control drives stress

There is a strong association between exposure to media coverage of traumatic events and symptoms of acute stress.



Holman, E. A., Garfin, D. R., & Silver, R. C. (2014). Media's role in broadcasting acute stress following the Boston Marathon bombings. *Proceedings of the National Academy of Sciences*, 111(1), 93-98.



Identifying and managing stress early can prevent long-term problems

- People that experience acute stress in the weeks after a traumatic event are more likely to experience longer term mental health issues.
- Early interventions for acute stress may help alleviate some of the longer term health outcomes relating to trauma.



Symptoms of acute stress

- Psychological symptoms
 - Anxiety
 - Low mood
 - Irritability
 - Emotional ups/ downs
 - Poor sleep/ concentration
 - Wanting to be alone.
 - Recurrent dreams/ flashbacks
- Avoidance of things that may trigger memories
- Reckless/ aggressive/ self-destructive behaviours
- Feeling emotionally numb/ detached from others
- Physical symptoms such as heart palpitations, nausea, chest pain, Headaches, stomach pains, breathing difficulties.



Some of the key considerations

- Implication of social distancing on-sites
- Contracts overrunning/ client expectations = working faster
- Increased demands/ reduced control
- Recession/ financial stressors
- Rise in acute stress disorders (% may develop PTSD long-term)
- Impact of worker/ family life (managing transition back to work)
- Impact of loss/ bereavement
- Increased rates of suicidal thoughts/ destructive behaviours/ suicide rates.





Considerations for the workplace

- Regular sharing of informed and accurate information
- Preparing employees for return to work –
 - Transitioning from home working back to workplace
 - Transitioning from furlough to workplace
- Encourage health, safety & wellbeing 1-2-1s between managers before and after returning to work – discuss support/ adjustments needed

Download CIPD's free guidance:

CIPD

29 Apr 2020

**Coronavirus (COVID-19):
returning to the
workplace guide**



Considerations for the workplace

- Make adjustments for employees returning to work
- Introduce basic principals of psychological first aid, and strengthening social supports throughout the workforce.
- Engage with HR and Occupational Health where appropriate
- Understand, engage and effectively communicate other relevant support services (EAP/ Lighthouse etc.)
- Remember, most employees will be OK – we need to identify and support those where needed.

Download CIPD's free guidance:

CIPD

29 Apr 2020

**Coronavirus (COVID-19):
returning to the
workplace guide**



Basic principals of psychological first aid



- Providing practical care and support - which does not intrude
- Assessing needs and concerns
- Helping people to address basic needs (for example, food and water, information)
- Listening to people - but not pressuring them to talk
- Comforting people and helping them to feel calm
- Helping people connect to information, services and social supports
- Protecting people from further harm.



Basic principals of psychological first aid

What it isn't



- Not something only professionals can do
- It is not professional counselling
- It shouldn't involve a detailed discussion of the event that caused the distress
- Not asking someone to analyse what happened to them or put time and events in order
- Diagnosis.

Although PFA involves being available to listen to people's stories, it is not about pressuring people to tell you their feelings and reactions to an event.



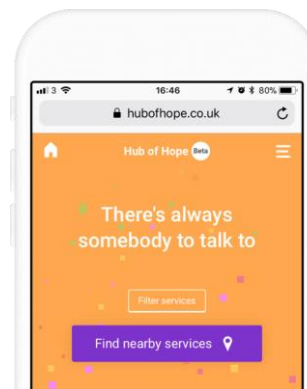
Supporting someone in crisis

If you
believe
someone is
at risk of
self-harm
or suicide

- Is there someone with the person? Can we get them on the line? (3-way conversation)
- If they are alone, dial 999
- If no one is with them, try to remain on the line with them until emergency services arrive
- Ask them if there is anyone they would like you to call for them
- Contact HR, let them know what is happening
- Get support yourself.



Signposting



Infoline: [0300 123 3393](tel:03001233393)
Email: info@mind.org.uk
Text: [86463](tel:86463)

Construction
Industry Helpline
0345 605 1956
www.constructionindustryhelpline.com





Mates in Mind | Mental wellbeing workshops

Mates in Mind have introduced a series of online workshops to support people throughout the Covid-19 outbreak. Each workshop is facilitated by a mental health practitioner and there is one for employees, one for managers and one for anybody with a responsibility for worker welfare (such as Health & Safety, HR or mental health first aiders for example).



Live Online:
Mental Wellbeing Workshop for Employees

The all employee workshops give people the opportunity to think about how we can look out for our own mental wellbeing as well as our co-workers. They help us understand how we can support someone who may be in crisis and know more about the relevant support services available to us.

Up to 16 employees per 45-60 minute online workshop | Maximum 3 sessions per half day



Live Online:
Mental Wellbeing Workshop for Managers

The manager workshops provide an opportunity to discuss with peers how the environment impacts the wellbeing of their teams and themselves, to share experiences and good practices about what they do to support their teams as well as equipping them with the tools to identify and support those in need.

Up to 16 employees per 60 minute online workshop | Maximum 3 sessions per half day



Live Online: for mental health & wellbeing champions
Listen, Support and Signpost

For those with a responsibility for employee welfare (such as HR, H&S and mental health first aiders), these workshops provide an important refresher on the key themes, roles and responsibilities of the key support function they play during this current time.

Up to 8 employees per 75 minute online workshop | Maximum 2 sessions per half day



Mates in Mind | Mental wellbeing workshops

Developed using evidence based approaches to supporting and improving mental wellbeing during times of crisis and uncertainty, the workshops are playing an important role in supporting people during the current climate.

"I've had both ups and downs day to day about the uncertainty of the situation and how this will affect my future plans. This session has reminded me that I'm actually doing okay and how I can help others"

"The [workshop] was great... good content and [the facilitator] got you involved instead of just listening"

"It was a useful refresher about managing mental health... Very well presented, and it was great to hear other people's tips and ways they will change following the session"

"It made a very serious subject, very easy to follow and was very informative"

"There was a good open discussion throughout - it was a good reminder to know we are not the only ones adapting to this new normal"

"...it made me aware of my own needs, because as a manager you always focus on somebody else without realising your own needs... all in all eye opening"



Live Online:
Mental Wellbeing Workshop for Employees



Live Online:
Mental Wellbeing Workshop for Managers



Live Online: for mental health & wellbeing champions
Listen, Support and Signpost

Let's talk.



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Be a mate.
Be the change.

