

# POST LOCKDOWN RETURN TO WORK: MENTAL HEALTH

When making return to work plans, you should consider the implications that the pandemic has had on the mental health of your employees. Many individuals are likely to feel anxious or apprehensive about coming back into the workplace.

## RETURN TO WORK QUESTIONNAIRE:

Questions should include:

- ✓ How comfortable they are returning to work
- ✓ Their attitudes towards testing
- ✓ Their feelings towards vaccination
- ✓ How they are coping mentally
- ✓ What you can do to support them
- ✓ Comment boxes to raise any concerns

If any employees indicate they are feeling particularly anxious about the return to work, refer them to your HR team to discuss any support that can be provided.

## RELUCTANCE TO RETURN TO WORK

Some employees will be more reluctant to come back to work for a number of reasons:



Advised to shield



Live with someone vulnerable



Scared of catching the virus



Want everyone to be vaccinated



Want everyone to have a negative result



More comfortable working from home

## DEALING WITH DEATH



Over **100,000** people in the UK have died from COVID-19. Employees may be dealing with the loss of a loved one, making the return to work a sensitive time.

If you know of any cases like this in your business, reach out to the member of staff individually to discuss how they are feeling and how you can support them.

## TOP TIPS FOR EMPLOYEES

Feeling worried and apprehensive about going back to work is perfectly normal. Everyone's situation is unique, but there are some general principles to staying mentally healthy as you return to work.

### Talk and connect

Keep in touch with colleagues and your manager. It doesn't have to be about work, just a quick check-in will help you feel connected.

### Monitor and review

Have regular check-ins with yourself, your team and your manager to assess how you're feeling and how you're working.

### Plan and prepare

If you haven't been told what to expect, ask what has been done to create a safe work environment for you.

### Take things one step at a time

The way we work is likely to keep changing and you will need to keep adjusting. Take each day and week at a time.

### Have a return to work conversation

Book some time with your manager to raise any concerns or questions you have.

### Be kind

To yourself and to others because we're all in the same boat trying to find our own way of coping.

For more information about returning to work and other solutions to improve lone worker safety, contact us today.

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