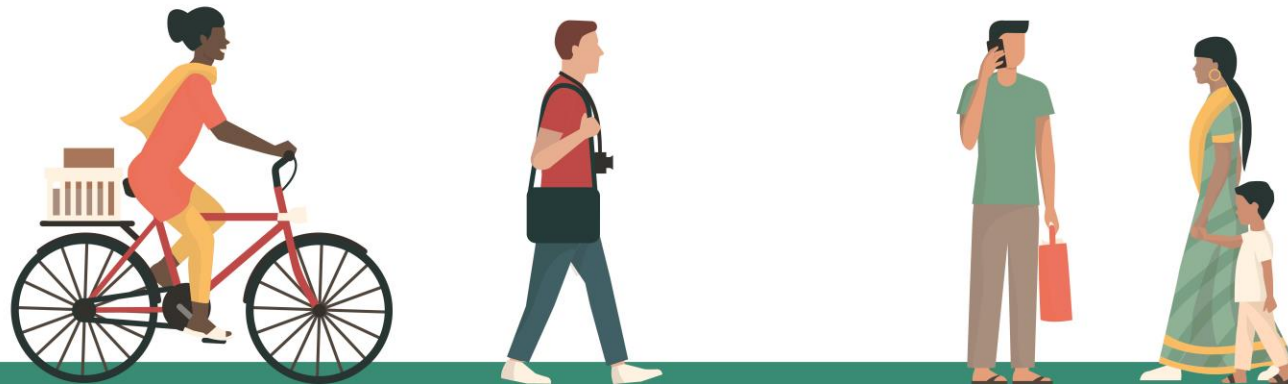


Sandwell Council - Workforce Mental Health and Wellbeing

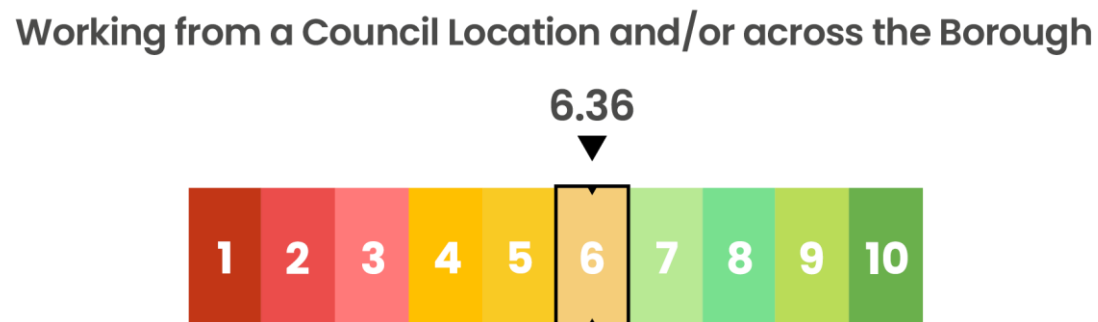
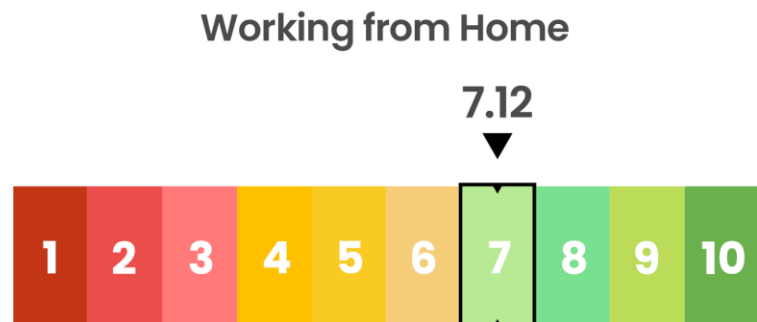
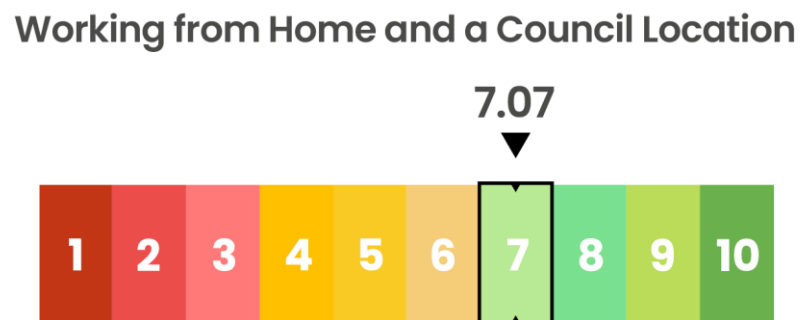
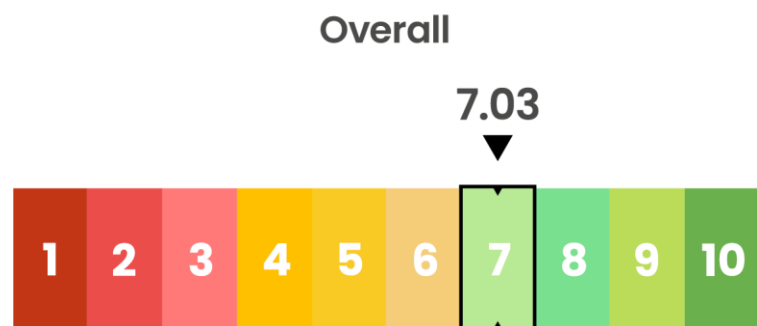


Employee Mental Health and Wellbeing

Council Survey Findings

In the last two weeks, how would you rate your mental health & wellbeing?

On a scale of 1-10, where 1 is extremely poor and 10 is excellent.



Employee Mental Health and Wellbeing

Council Survey Findings

1767 (88%) of respondents answered positively about knowing where to go for support regarding their health, safety and wellbeing.

1700 (85%) of respondents believe they have been managing their work/life balance well since the lockdown.

Employee Mental Health and Wellbeing

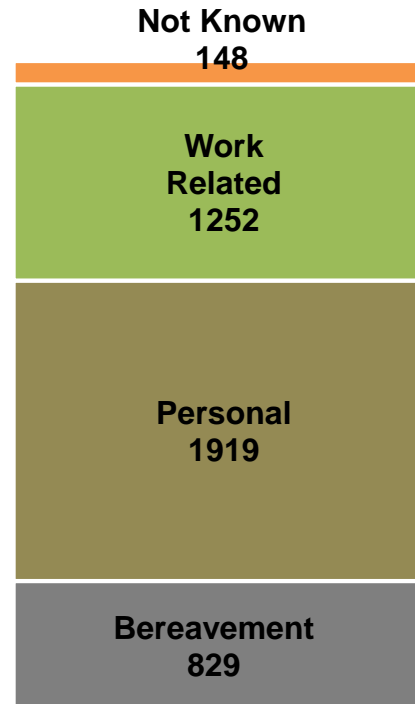
Council Sickness Figures

Stress, depression & mental health
Q2 Cumulative - Last Year
(Apr 19 - Sept 19)



Working Days Lost

Stress, depression & mental health
Q2 Cumulative - This Year
(Apr 20 - Sept 20)



Working Days Lost

- **330 more working days were lost** due to stress, depression and mental health at the end of Q2 this year, which is an **increase of 8.6%** compared to the same period last year.
- The average duration for stress, depression and mental health related sickness has **increased from 21.8 days to 25.8 days per occurrence.**
- COVID-19 has most likely increased personal and bereavement related sickness associated with stress, depression and mental health.

Supporting the Workforce

Training

i-act training for managers and employees

Aim: To increase understanding of mental health and wellbeing. It includes an evidence based course manual, practical toolkit and resource pack for each manager and employee.

- **511 managers and employees trained** (from April 2019 to September 2020)

Supporting the Workforce

Occupational Health (OH)

OH - prevention, promotion and support

Supporting Positive Mental Health & Wellbeing

Mental Health issues have a significant impact on employee wellbeing and are a major cause of long-term absence from work. Sandwell Council takes the health and wellbeing of our employees very seriously and is fully committed to encouraging and promoting good mental health and provide support for employees who are experiencing mental ill health.

It is normal to experience changes in your mood and behaviour at times of stress and emotional upset. Your physical health may also affect your mood and stress levels.

What is Mental Health?

Let's talk
Mental Health

Looking after your
Mental Health

Employee Assistance
& Counselling Service

Finding
Help & Support

Looking after your Wellbeing when Working from Home

5 Ways to
Keep Active

Exercises &
Interventions

Finding Help
& Resources

Working from home can bring with it a number of challenges, whether they be in-home distractions or general technology frustrations. However, it can also be an isolating and even lonely experience, especially if you are new to it.

So, what can you do to look after your Wellbeing when working from home? How can you create healthy boundaries between your work and personal lives, stay mentally and physically healthy whilst being a productive and effective worker?

Create a separate, clutter free workspace

- It is important to create boundaries between work life and home life. If you can work in a place that you wouldn't usually spend your social time to create this distinction (such as at the dining table, in a spare bedroom or study).
- Keeping the area clutter free will help you to focus.

Ensure your workspace allows for correct posture

- Whilst it will be tricky to entirely replicate the office environment. It is important that you do what you can to ensure your screen is at the correct height, you are sitting up straight, your arms are at right angles to your body, and your feet are flat on the ground.

Get washed and dressed

- As tempting as it may be to work in your pyjamas, the process of getting up, showered and dressed helps you to keep a sense of routine.
- It also starts your day with a feeling of accomplishment.

Pace yourself

- It is easy to lose track of time when at home, and it is important not to work more hours than you usually would.
- Try and give your day structure and try to keep to start and finish times if you can. You may not be travelling to work now, so try not to log-on-too early.

- There has been a significant increase in the number of employees visiting OH intranet pages for mental health support between August and September (quarter 2).
- Supporting Positive Mental Health and Wellbeing was **visited 370 times.**
- Looking after your Wellbeing when Working from Home was **visited 990 times.**

Supporting the Workforce

Employee Assistance Program (EAP)

Employee Assistance & Counselling Service

Call: 0808 168 2143

The Employee Assistance & Counselling Service offers free, confidential advice and counselling on a wide range of issues. This programme is available 24/7 and aims to support employees with both personal and work related issues.

The programme includes:

Clinical Counselling

- 24/7 telephone helpline
- Up to 6 sessions of structured telephone counselling per issue
- Up to 6 sessions of structured face-to-face counselling per issue

24/7 access to Work-Life specialists including the following services

- Legal helpline
- Debt/financial support helpline
- Family Life Solutions (dependent care helpline)
- Daily Living helpline
- Bespoke SMBC Lifestyle Support website

Useful Documents

[Care First Lifestyle support Website](#) - Your organisation has invested in the wellbeing of all employees. This online resource is available free of charge, offering immediate information, answers and advice to a range of workplace and personal issues.

Care First have created an [animation](#) which will help you to understand the services that they offer.

[Employee Assistance & Counselling Service Frequently Asked Questions \(FAQs\)](#)

- The EAP is promoted through the intranet and offers free confidential advice and counselling on a wide range of issues.
- Since January 2020 the service has been used by nearly **400 employees.**

↓ Related Downloads

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Next Steps

- Evaluate the existing support mechanisms
- Continue to develop our support mechanisms
- Consulting with employees and Trade Unions to inform future developments
- Continue to monitor absence levels by reason to identify any trends
- Undertake pulse surveys
- Improving communication methods to all employees