

Corporate Affairs and Audit Committee

Covid-19 Support for Staff & Policy Changes

24th September 2020

Background

Lockdown 23rd March



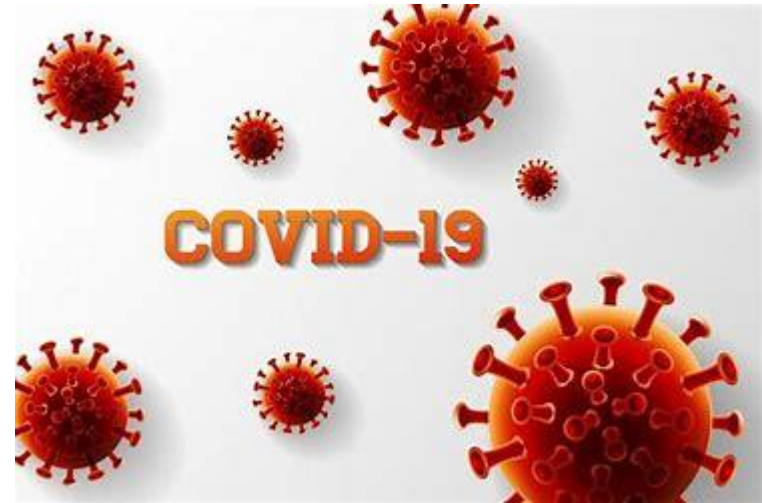
Keyworkers

Casual Workers



Possible Health Implications of Covid-19

Overwhelmed
Anxiety
Low mood
Depression
Poor sleep / fatigue
Grief
Anger / irritability
Distraction
Poor diet / reduced exercise
Musculoskeletal
Substance misuse



Physical Health Support



Mental Health Support

Employee Assistance Programme



MHFA England

Mental Health First Aiders

Health Champions/Advocates



Mental Health Additional Support

NHS and PHE Every Mind Matters



MIND Coronavirus and your wellbeing

Mental Health Foundation



Recovery College

Working from Home

Two Newsletters (so far)

- Look after your body
- Look after your mind
- Keeping in touch
- ICT tips
- Energy Saving



Staff Survey

Managers Guidance

- People Matters Newsletter
- How to support staff when remote working
- Managing workload remotely
- Recognising staff challenges
- Keeping in touch Formal and Informal



More to do

- Annual Leave
- Shielding came to an end 1st August
- Managing reoccupation concerns
- Managing the aftermath



Managing Health, Attendance & Wellbeing Policy

- Pre Covid-19 absence triggers - 7 days in a rolling 12 month period, 2 occasions in 3 months period or any other unacceptable pattern.
- Covid 19 related absence will not count towards sickness absence triggers.
- Return to work meetings and support following Covid-19 absence.



Reviews, Consultation and Redundancy

- Policy updated to exclude COVID related absence from absence selection criteria.

REDUNDANCY

Travel and Subsistence

- Mileage Claims
- Temporary workplace
- WFH Payment
- Reoccupation



HR - Employee Meetings

- No formal policy changes
- Meeting Format - Digital Meetings
- Respect preferences of all

