



Supporting Employee Mental Health Actions for Human Resources

Thank You to Our *SAFER* Sponsors

NSC is grateful to the following lead sponsors for their generous support of the *SAFER* effort:



McELHATTAN
FOUNDATION



U. S. Steel

Thank you to our partner sponsor:

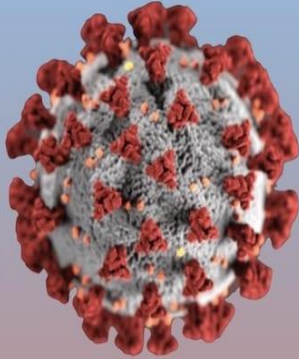
FirstGroup



Today's Speakers

Greg DeLapp
CEO
Employee Assistance
Professionals Association

COVID – Anxious? Stressed?



**Coronavirus
SARS-CoV-2
COVID-19**

- Affecting more aspects of life and work than ever in our history.
- Constant updates on risks and death toll across the US
- Major changes at home and work
- Big financial fears / threats
- Changed global mobility / relations
- Fear of infecting loved ones
- Fear of returning to work / losing job
- Who wouldn't be anxious-depressed?

Employee Assistance – Focus



- Consultations, programs and services to provide tools, guidance, and options for employers to deal with employee and productivity issues
- Consultation, programs and services to provide tools, guidance, and options for employees to resolve personal concerns that may affect job performance, health, and/or well-being
- **EA is not just counseling. The key is consultation, options, solutions**

COVID / EA Service Utilization up 33%



- Transition office/home/back is difficult
- “Always on” virtual work setting
- 31% self-report poor quality sleep
- 30% self-report increased level anxiety
- 24% self-report poor mental health
- Anticipatory anxiety re: return to work
- Isolation, depression, risk of suicide
- Increase in alcohol, script med use
- In/Out – presenteeism / engagement

Employee will ask about ...



- Flexibility in scheduling
- Short notice absence flexibility / LOA flexibility
- Requests for cash advance / 401k hardship provisions
- Concerns about testing / disclosing PHI / quarantines if high temp
- Must return vs voluntary / transportation assistance options
- Exposure to others that might come home with me
- Bereavement policy questions?
- FMLA – but it's my brother? I'm not eligible?
- What assistance is available to me through my employer?

Employee Assistance ... a must have.



Today's Speakers

Terri Rhodes

CEO

Disability Management Employer
Coalition

HR Response – Mental Health

- **Normalize and Sympathize**
- **Bold Messaging is needed**
- **Managing the Workforce**
 - Consistent messaging about resources
 - Company intranets should be updated and include a centralized repository for benefits and resources with clearly marked access points
 - Send reminders via email and post reminders on the company login pages
 - Engage vendors to support your workforce-increase outreach and remove obstacles to access issues

HR Response – Supporting Parents

- **Back to School Concerns**
 - In most jurisdictions there is no legal obligation for employers to accommodate parents who cannot perform their job because of childcare responsibilities.
- **Normalize and Sympathize with employees**
- **Communication from the top**
- **Direct report check ins**
- **Remote Work**
- **Flexible Scheduling and Job Sharing**
- **Employer-Provided Paid Time Off**
- **Families First Coronavirus Act (FFCRA)**

HR Response – Practices

- **Company Policies**
 - Review and, if necessary, revise work from home policies to encourage work-life balance.
- **Take-aways**
 - Openly discuss barriers to productivity
 - Make sure front-line supervisors are trained and supportive
 - Increase communication on accessing mental health supports for parents and kids
 - Institute meeting best practices
 - Increase communication, increase communication, increase communication

SAFER

Safe Actions For Employee Returns

Mental Health Resources

- [Stress and Mental Health Playbook](#)
- [Mental Health Issue Brief](#)
- [Managing Employee Stress and Anxiety](#) (and [accompanying webinar](#))
- More resources at nsc.org/mentalhealth

SAFER

Safe Actions For Employee Returns



National Safety Council

SAFER Reminders

- [Risk Assessment Workshops](#)
 - Future Dates: September 21, October 6, November 10
- [Organizational Vulnerability Assessment Tool](#)
- [Employee Perception Surveys](#)
- [COVID and Technology Webinar Series](#)

Thank you!

nsc.org/SAFER

safer@nsc.org

Rachael Cooper

rachael.cooper@nsc.org