

With care for everyone

Psychosocial support at the workplace in war and post-war times

Most important points for enterprise and trade union leaders in brief

Today – amid the war, and tomorrow – in post-war time, mental health of working women and men is so much in focus that it requires relevant actions at the enterprise level. Psychosocial support of workers should become a priority part of the comprehensive occupational safety and health policy. Systemic care for mental health is as important as care for a person's physical condition because it can save life, prevent occupational injuries, preserve human resources, increase motivation and productivity, as well as become an additional attractive factor for jobseekers and investors alike.

Psychosocial support at the workplace must be based on the enterprise's written policy.

A policy is a good way to commence a conversation about mental health and demonstrate readiness for ensuring psychosocial support of workers by the management.

Leaders may need appropriate knowledge about organization of psychosocial support of workers. See a checklist that will help you pay attention to key aspects of such support and define further steps for positive change.

► Checklist:

- The enterprise has an efficient policy and programme of psychosocial support that contains the following key components:
 - a short statement of the management's intentions to protect and promote mental health of workers;
 - principles of psychosocial support and everyone's duties;
 - preventive actions based on the "traffic light" model – these are action strategies depending on three levels of psychosocial support: universal, selective and special measures;
 - periodic review of the policy to adjust and supplement it.
- The management provides a regular and transparent system of internal communications for assessment of priority needs of workers and their support in crisis conditions.
- Periodic monitoring and evaluation is carried out to improve the psychosocial support programme.

