

With care for yourself and everyone

PSYCHOSOCIAL SUPPORT AT WORKPLACE PROGRAMMES PILOT INITIATIVE

14 November 2022 MEETING 1 _____

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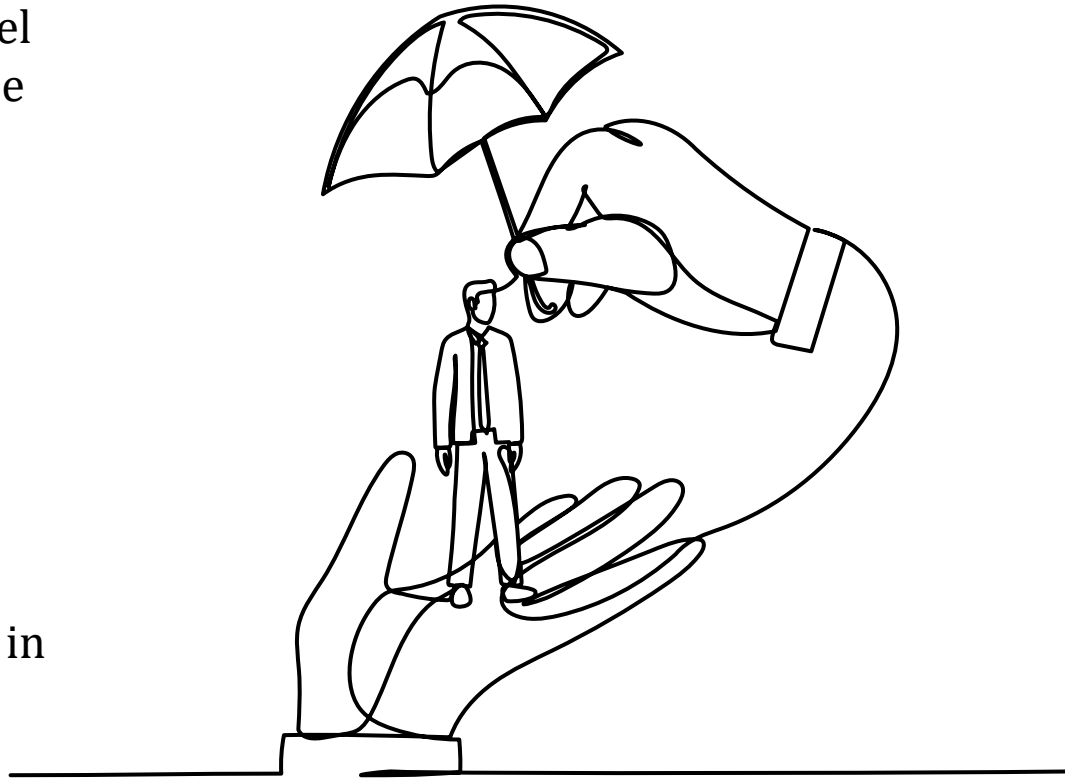


Pilot initiative goals

Develop an enterprise-level PSS policy and programme

Provide a foundation for prevention of PS risks in post-war time

Test the action programme in the field and evaluate its results

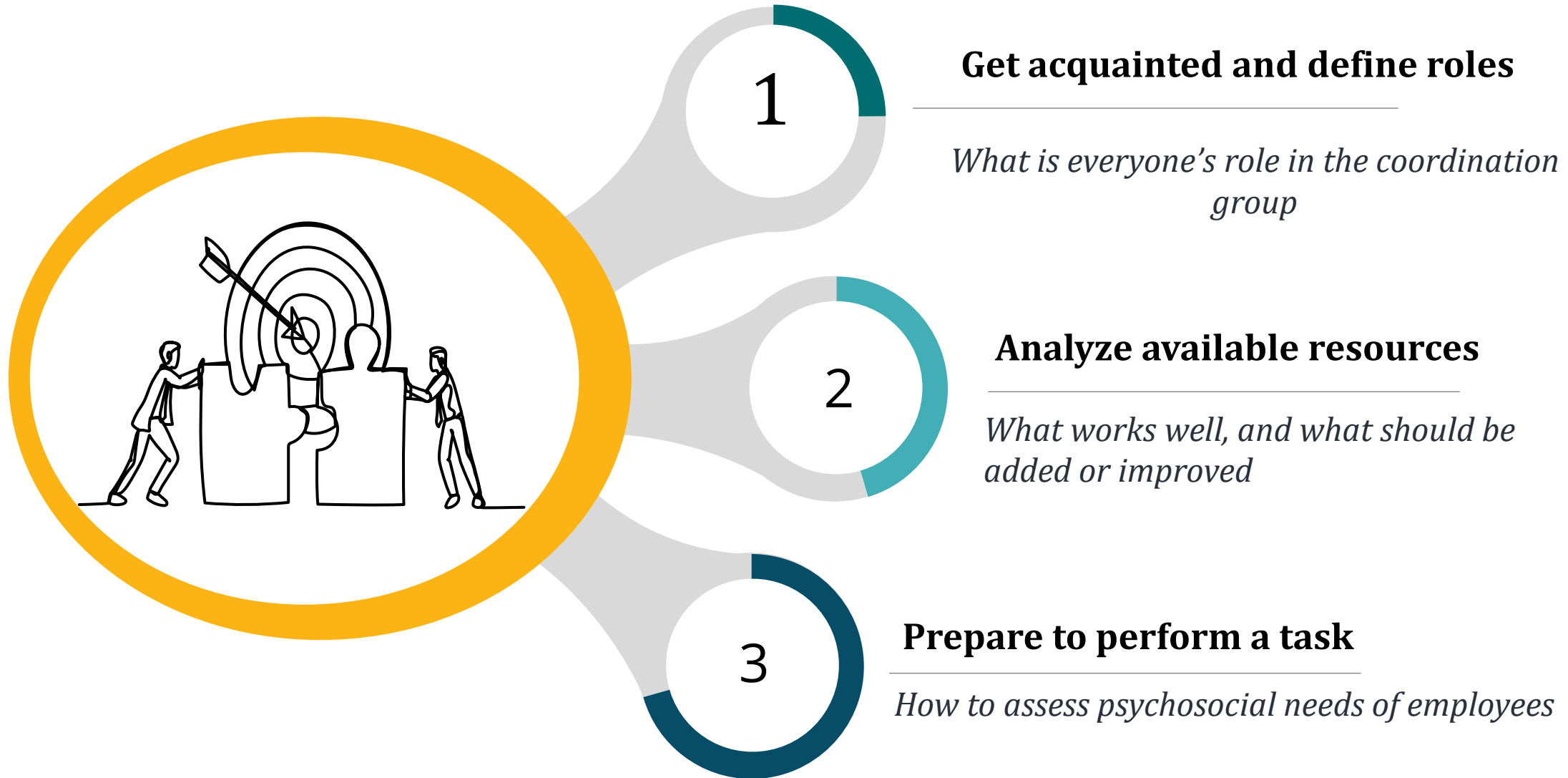


Amend and approve the policy and programme

Exchange experience, make conclusions, and provide proposals

Disseminate experience at the national level

Out objectives today



Let's get acquainted!



Extramural pilot enterprises - offline group coordinator

- ✓ *participating in online meetings*
- ✓ *learning materials and tasks*
- ✓ *coordinating EPEs' work*
- ✓ *presenting EPEs' results*
- ✓ *exchanging experience*



Pilot enterprises - enterprise-level initiative groups

- ✓ *participating in online meetings*
- ✓ *performing all tasks*
- ✓ *coordinating the pilot at its enterprise level*
- ✓ *presenting results*
- ✓ *exchanging experience*



Expert observers

- ✓ *participating in online meetings*
- ✓ *learning all materials*
- ✓ *giving advice and feedback*
- ✓ *accumulating information about goals, processes and results of pilot programmes to scale up work upon completion of the pilot*

Psychological resilience in war and post-war times

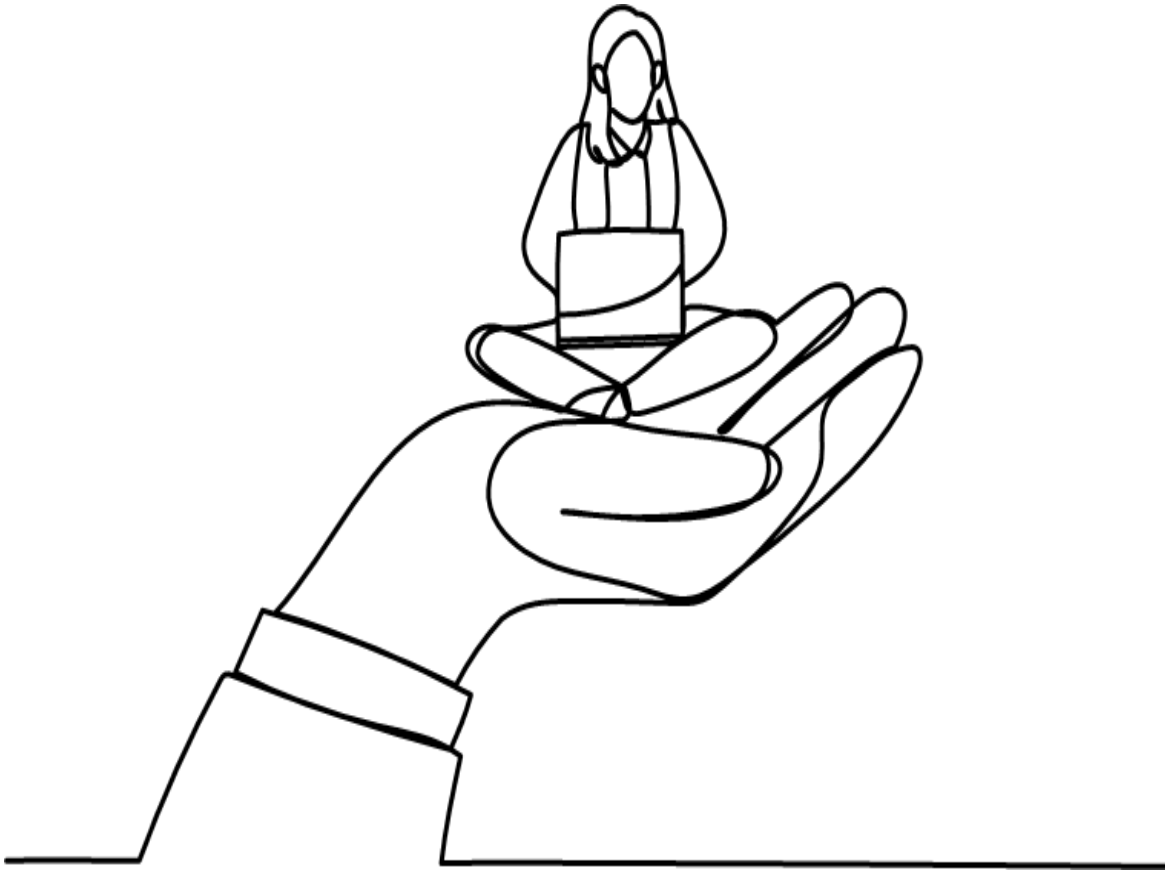


Psychological resilience

- is like a point of balance between the challenges of life and the resources and skills as a safety net which we have for effective response



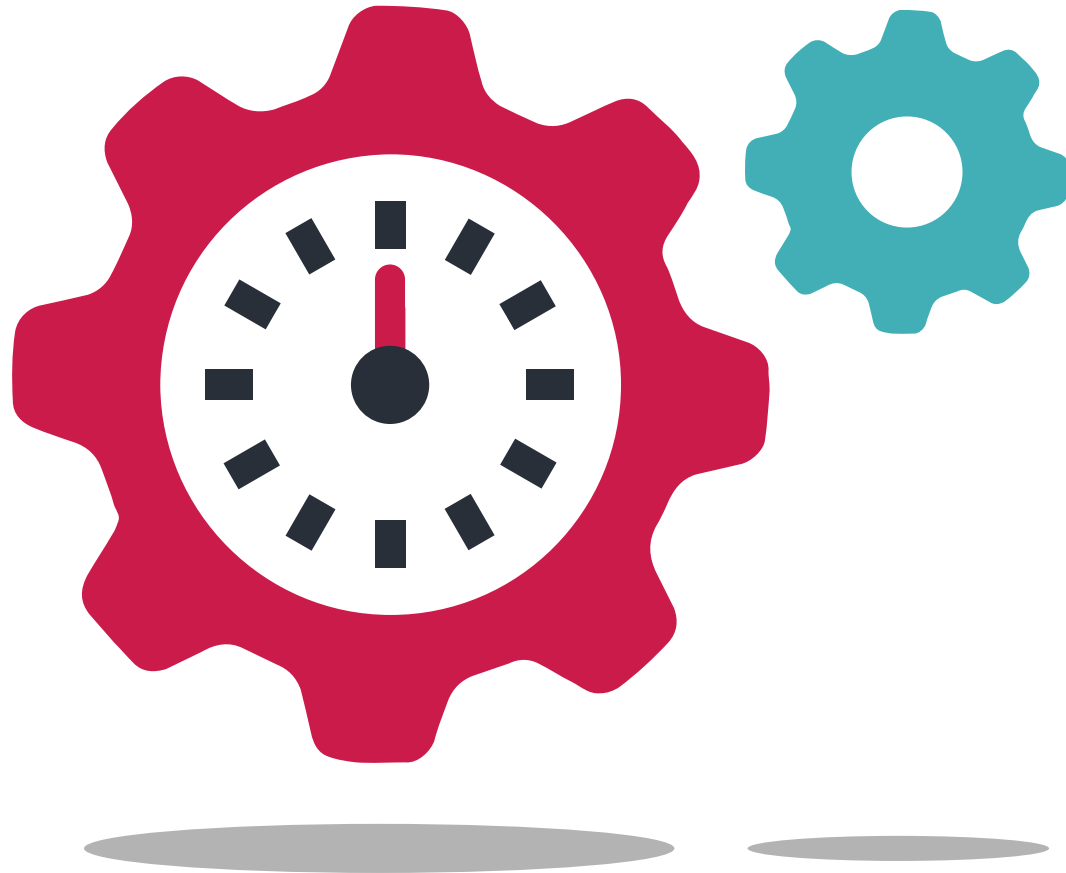
Leadership as a “safety net” and a factor of psychosocial protection at work



- 1 Effective communication with the team
- 2 Showing empathy = individual and collective resilience in hard times
- 3 Help above all = staff commitment
- 4 Culture of openness instead of culture of fear

Source: Harvard Business Review

Pilot initiative implementation plan



Preparatory stage
(until the year's end)



**Implementation of the plan of
individual programme activities**
(until the end of March)



**Presentation of results,
experience exchange,
conclusions and proposals**
(April)

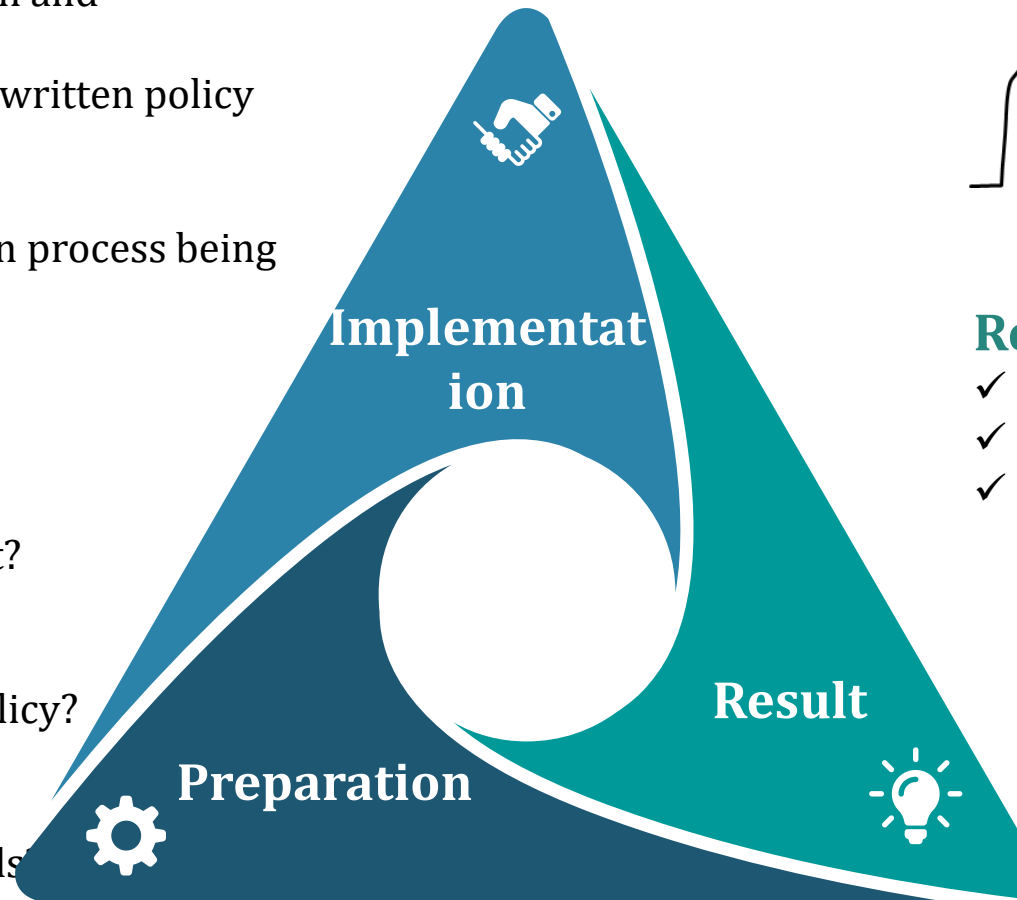
Programme

Implementation:

- ✓ Is there clear process coordination and communication?
- ✓ Is everyone familiarized with the written policy and the action plan?
- ✓ Is the action plan implemented?
- ✓ Is the Programme implementation process being monitored?

Preparation:

- ✓ Who is responsible and for what?
- ✓ What are needs and available resources?
- ✓ What is a draft of the written policy?
- ✓ What is the plan and content of actions?
- ✓ What is M&E plan, form and tools?
- ✓ What are communication tools?



Result and evaluation:

- ✓ Is the policy efficient?
- ✓ Are the measures effective?
- ✓ What employee groups are covered?

Preparatory stage: roadmap

consultations with employees



Situation analysis

Action programme

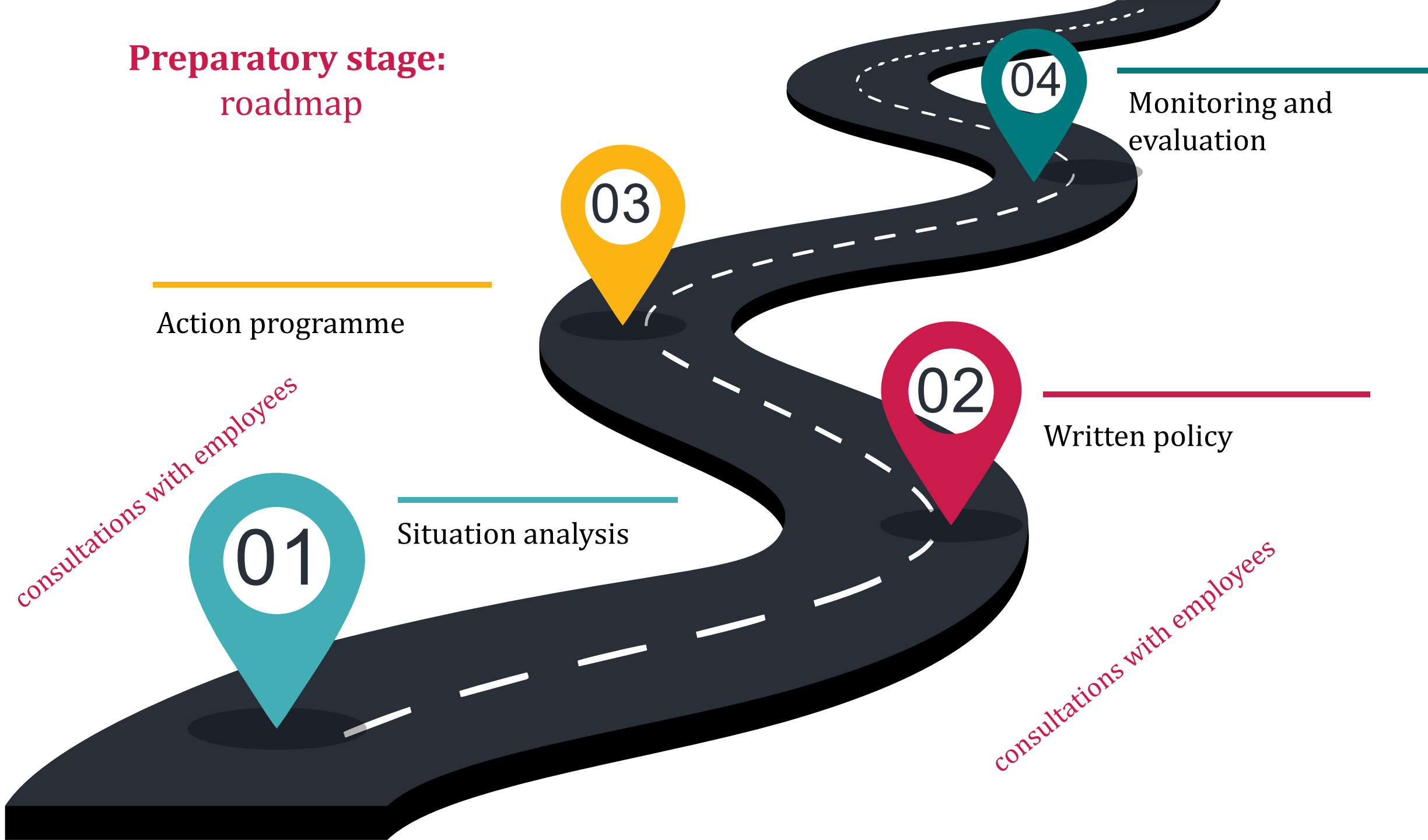


Written policy

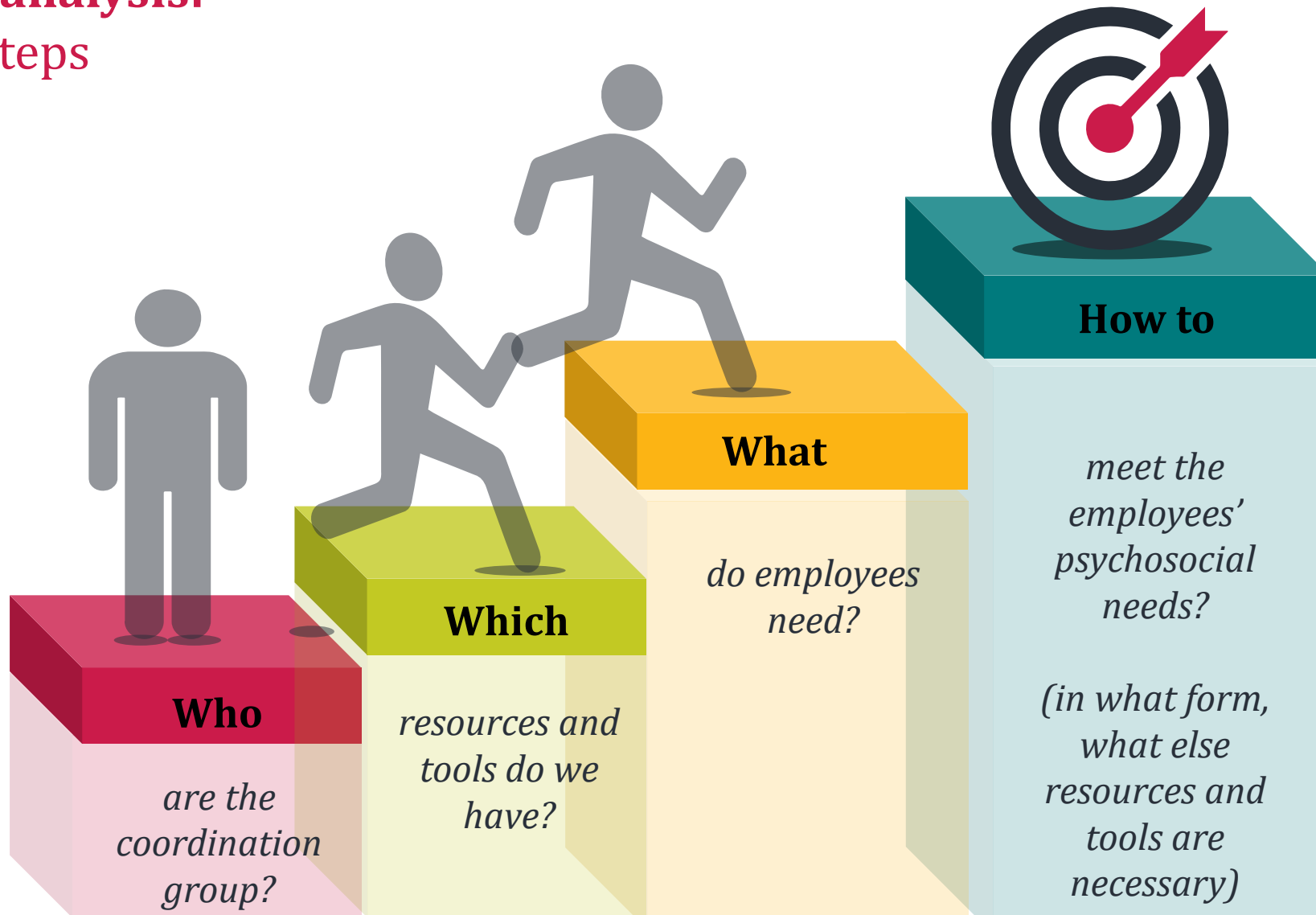


Monitoring and
evaluation

consultations with employees



Situation analysis: key steps



Programme coordinators

How is responsible for:

T

drafting of the written policy and the action plan?

E

organization of implementation of the policy and for the system of communications?

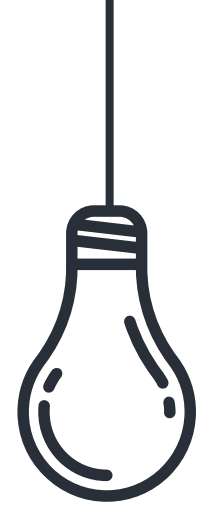
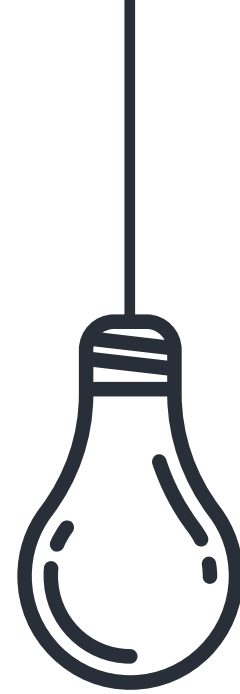
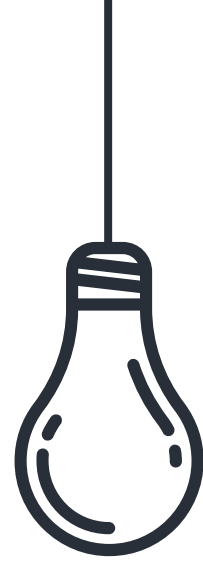
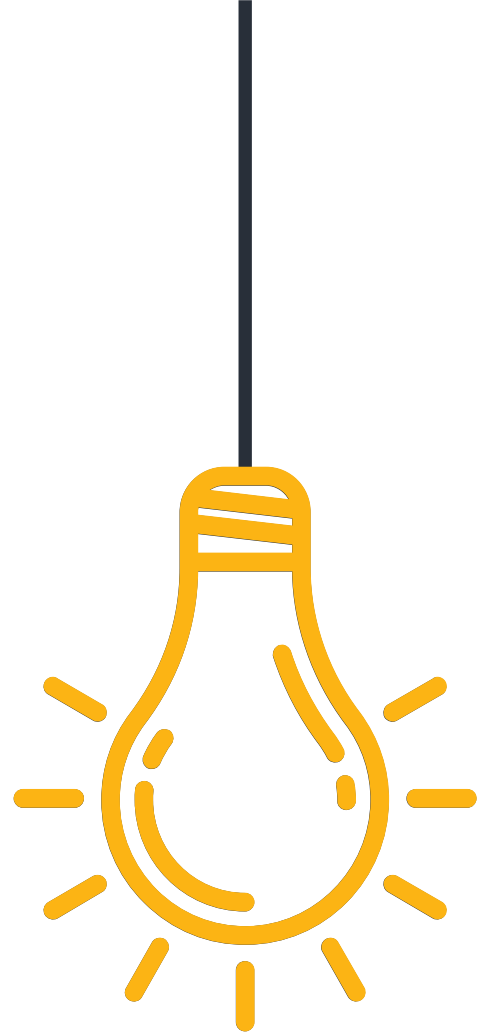
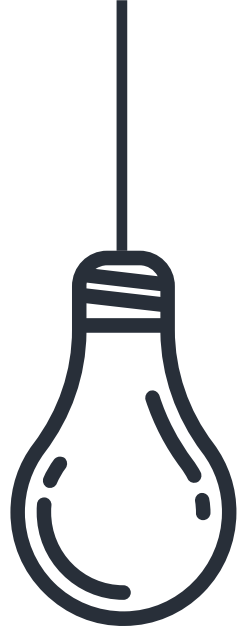
A

organization and carrying out of activities?

M

monitoring and evaluation of the policy and programme?





Why am I the
Programme
driver?



What motivates you?



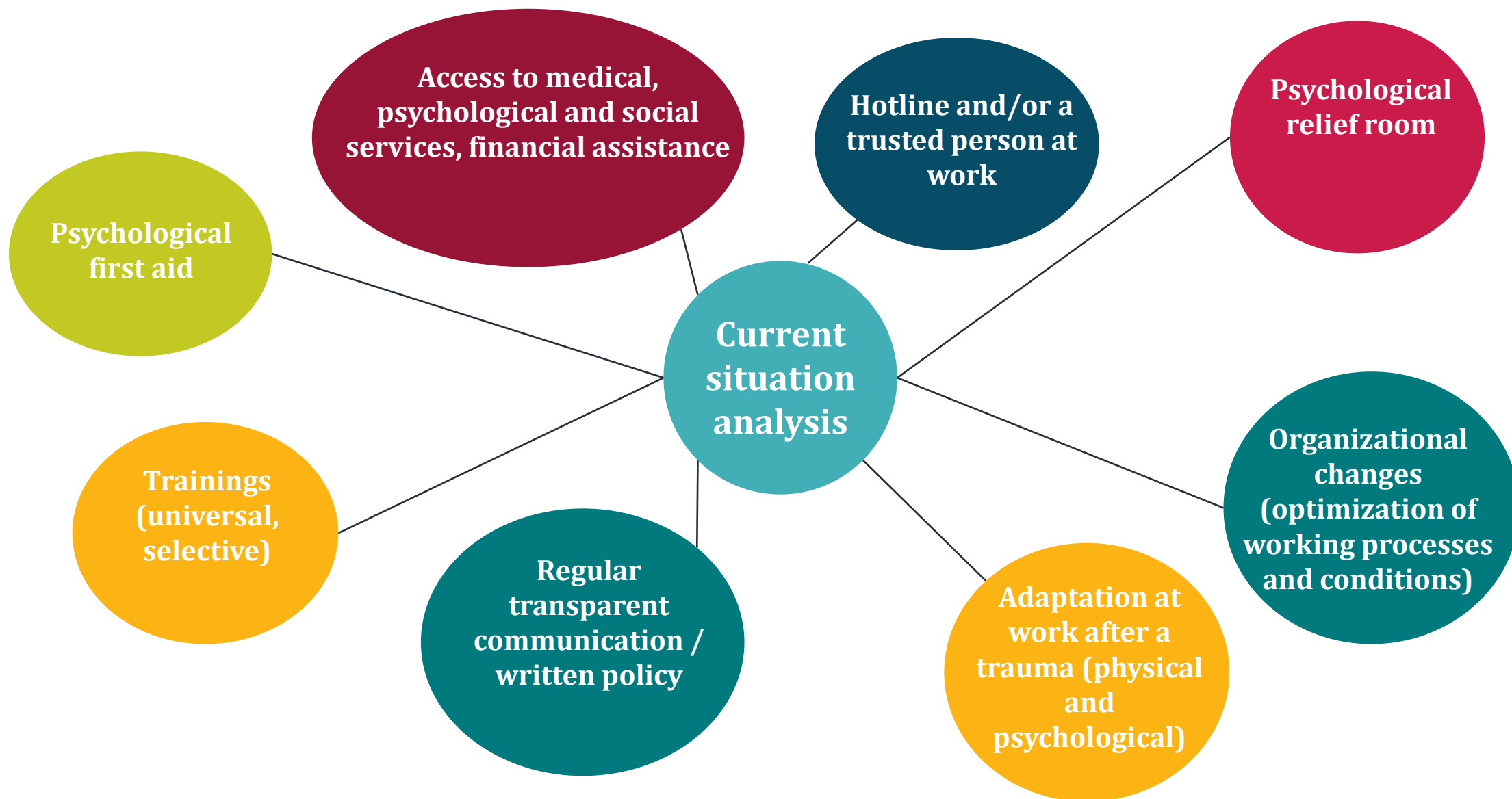
Why did you decide to join this initiative group?

What role do you see for yourself in this group?

What are barriers to performing that role?

What are ways to overcome the barriers?

What resources (*human, financial, intangible, information, time*) do we have,
and what else should be added or improved?



What tools are necessary to implement the policy and the programme?



- 1 Tools for regular and transparent internal communication
- 2 Tools for conducting informational, educational and organizational activities
- 3 Tools for implementation of monitoring and evaluation



Why is assessment of staff psychosocial needs is important, and how to carry it out?

Everything and everyone annoys me...

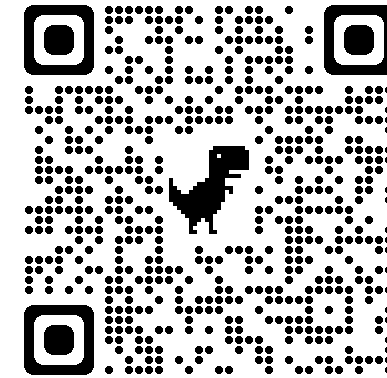
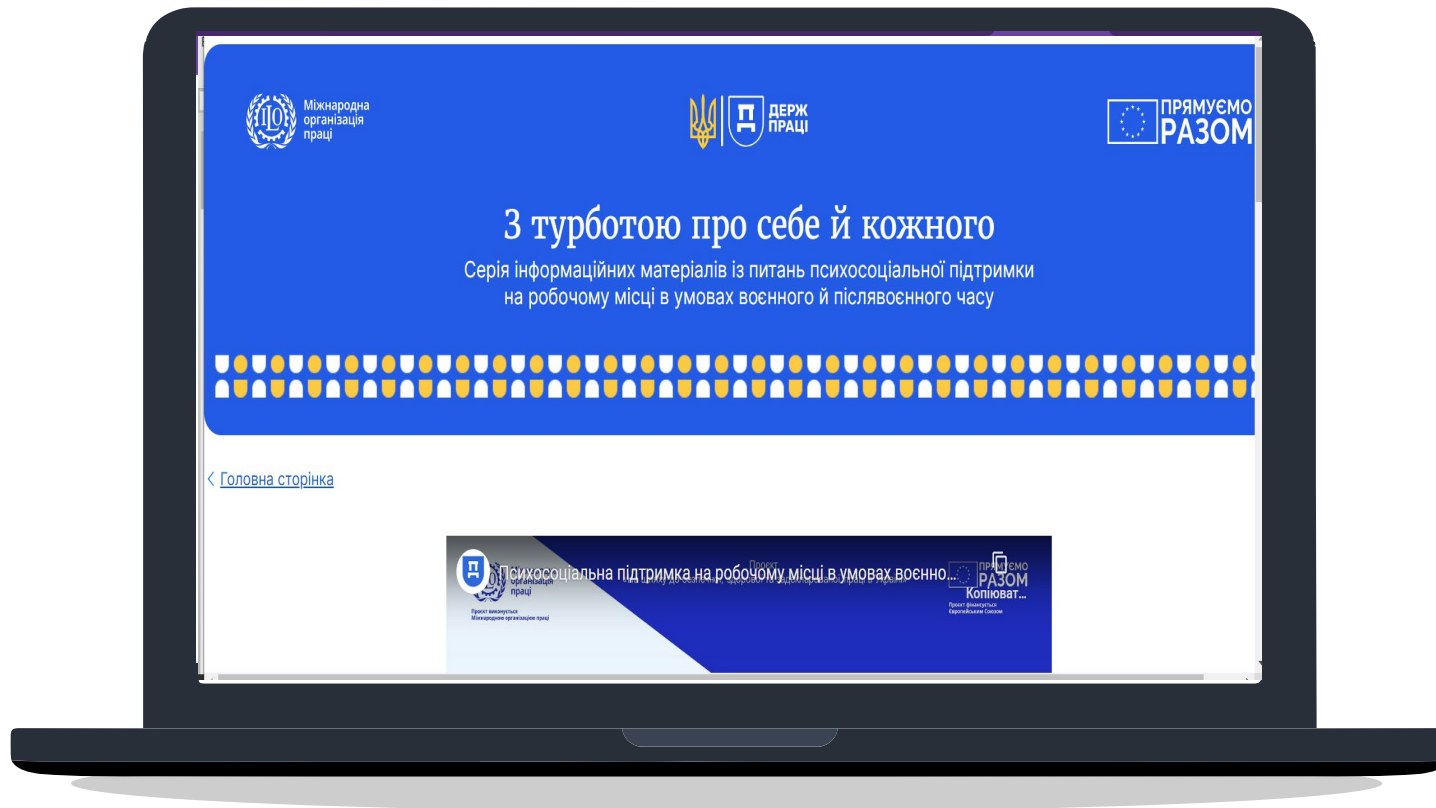
What to do when someone is panicking...

I cannot distract myself from anxious thoughts...

I have post-traumatic problems at work...



Information materials at the SLS website



www.pratsia.in.ua

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