

With care for yourself and everyone

PSYCHOSOCIAL SUPPORT AT WORKPLACE PROGRAMMES PILOT INITIATIVE

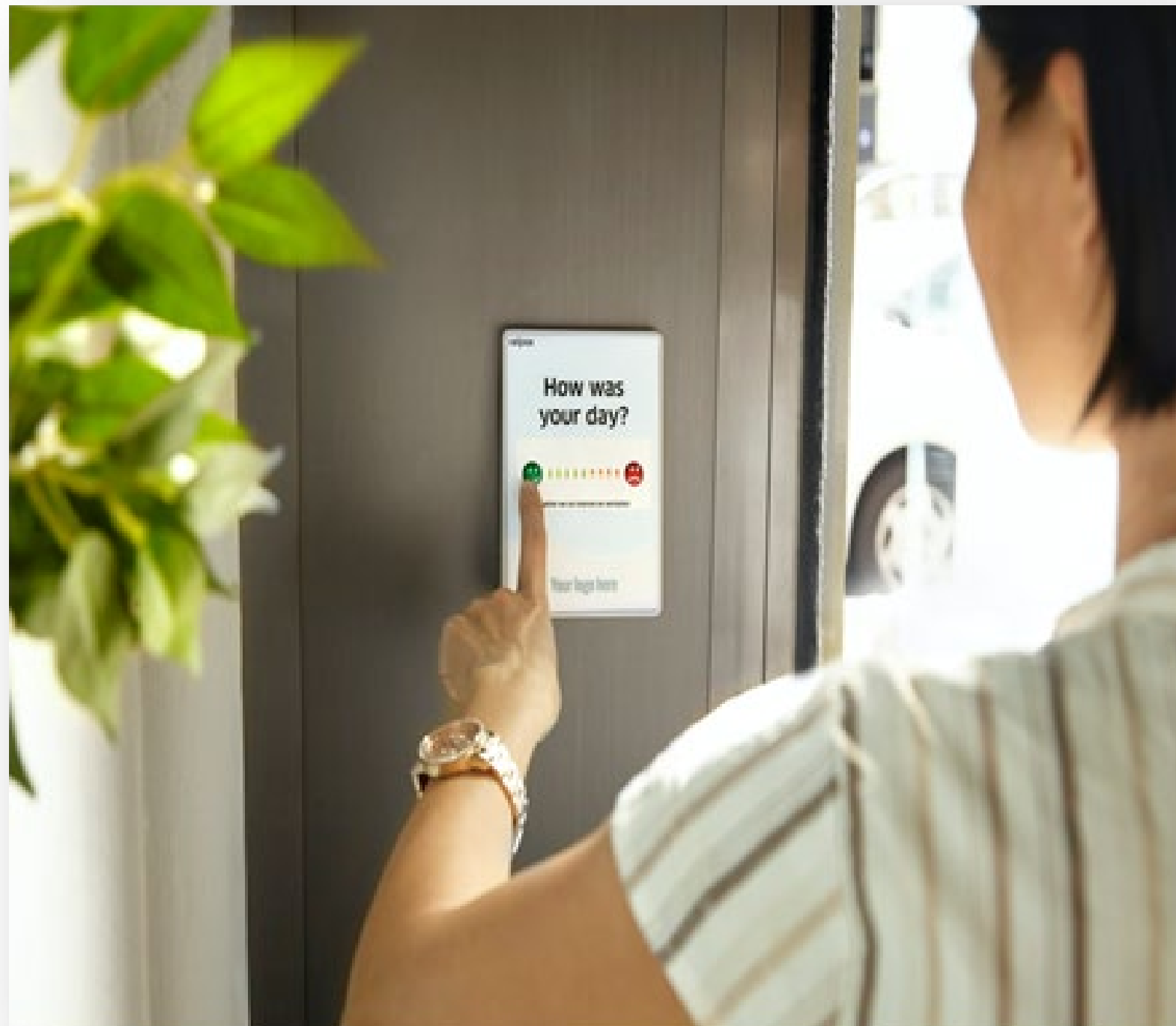
25 November 2022 MEETING 2 _____

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What is your
mood now?

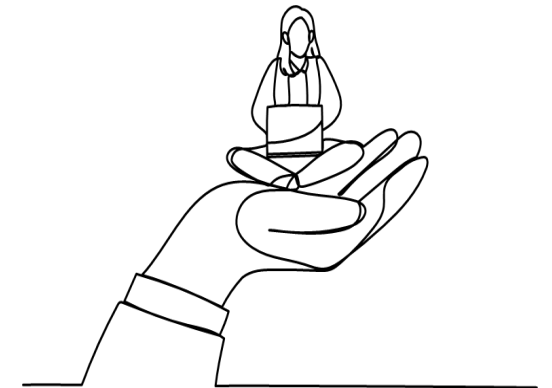




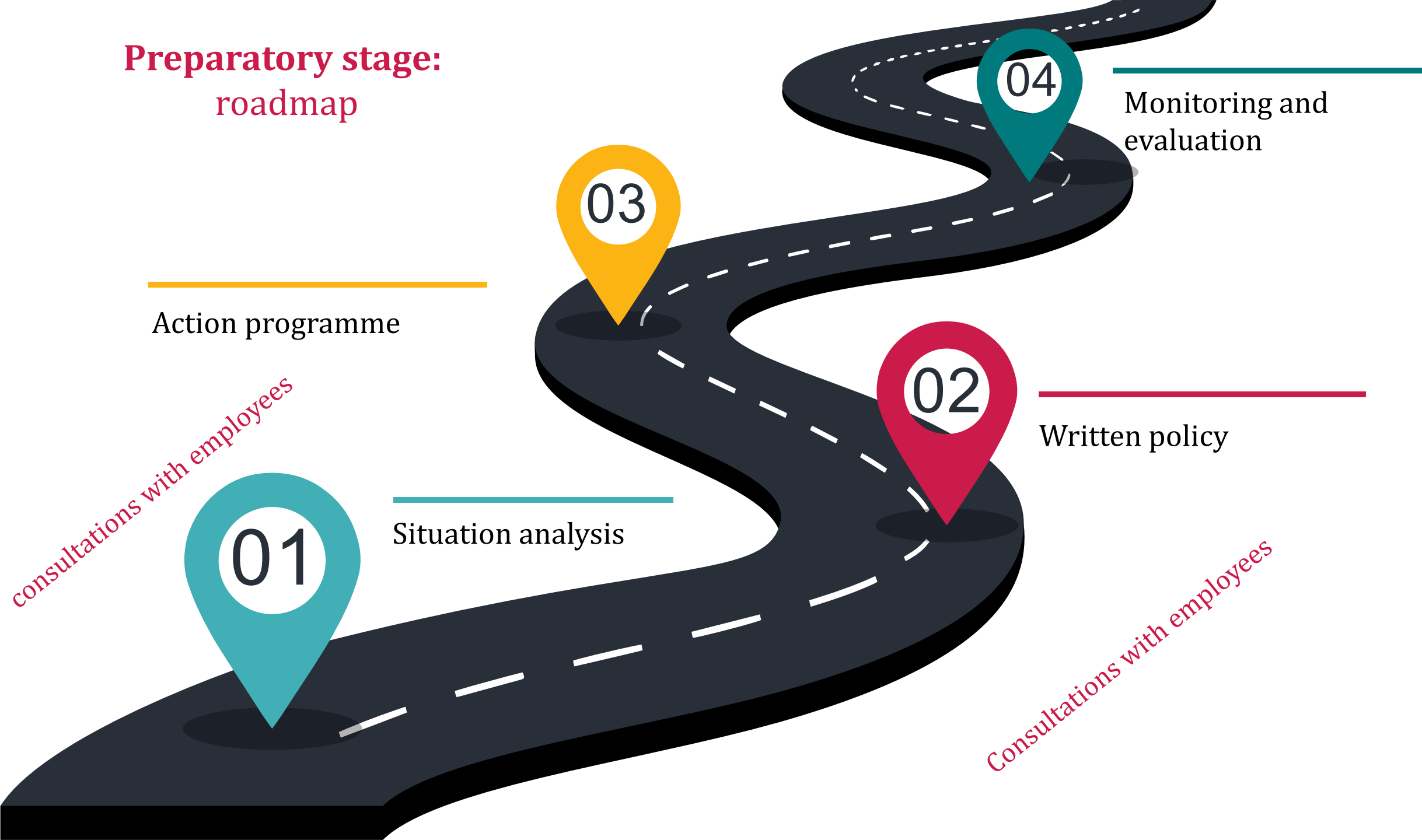
1 trillion US dollars lost by the global economy annually because of lower productivity due to depression and anxiety. (WHO)

Organizations caring for psychological well-being of their employees achieve better client involvement, higher profitability and productivity, lower staff turnover, and less accidents. (Gallup)

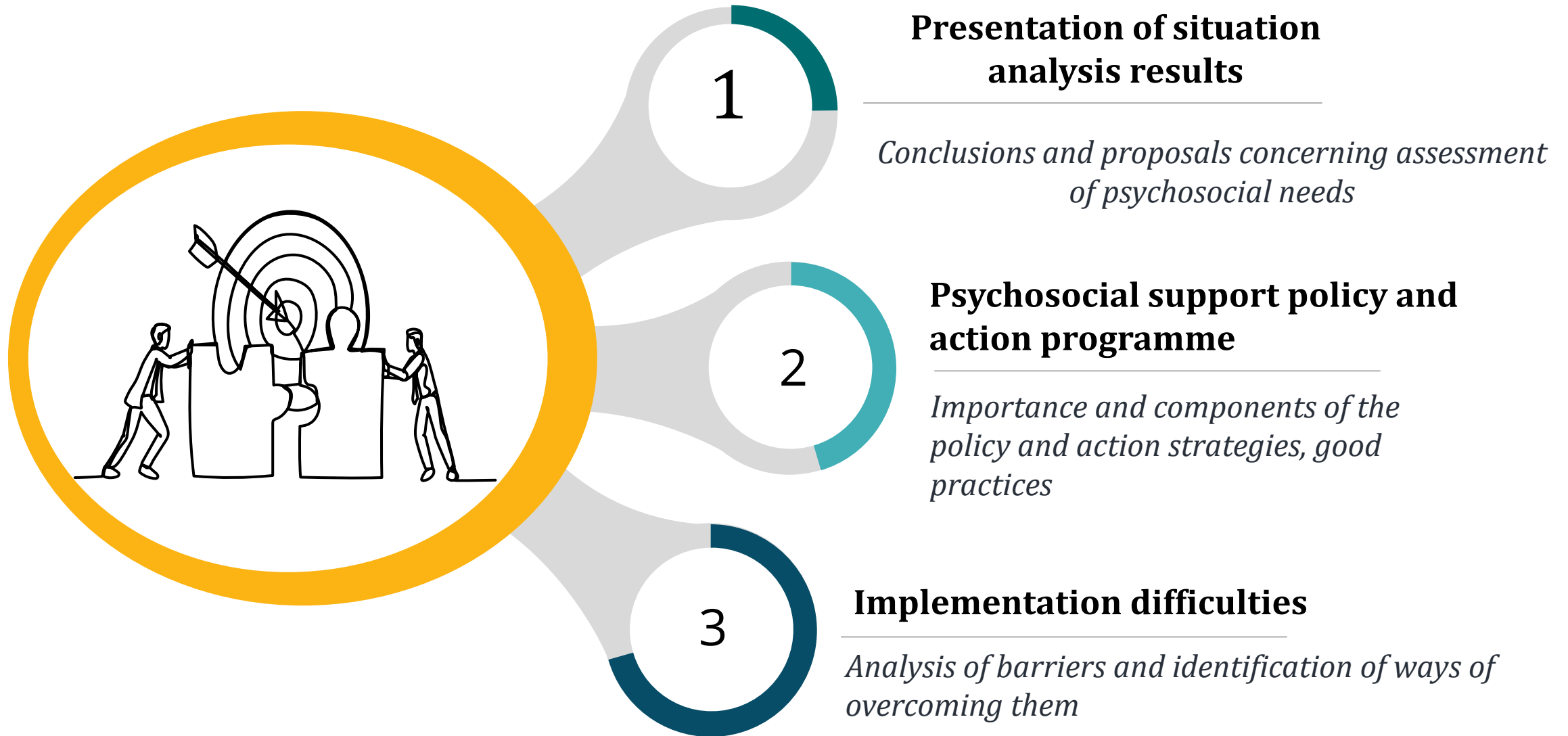
Every **1 dollar of investment in strengthening** of mental health brings from **3 to 5 dollars** in profit.
(Creating a mentally healthy workplace: Return on investment analysis. PwC Australia)



Preparatory stage: roadmap



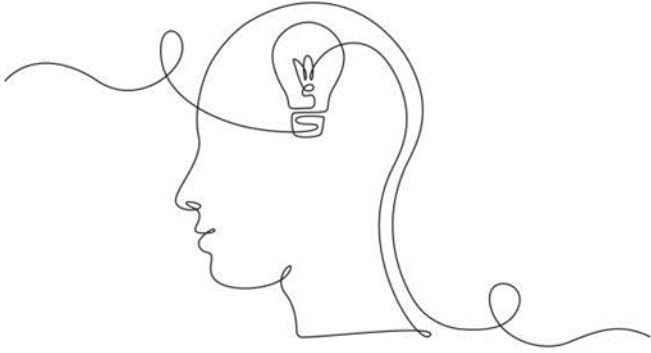
Objectives of our meeting today



Presentation of situation analysis results



- 1 Available resources assessed**
- 2 Psychosocial needs assessed**
- 3 Conclusions drawn**



Attention! Question



What are functions of each member of the enterprise coordination group within the Programme framework?

Who are Programme drivers?





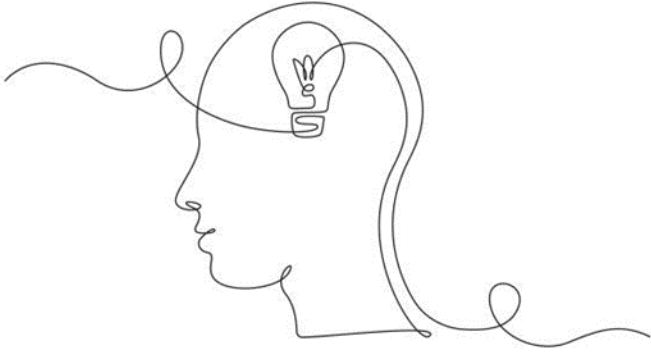
**What does the enterprise
PSS policy mean and why
is it necessary?**

Use these photos as a hint.



The enterprise's written policy on psychosocial support reflects the following principles and actions:

- 1) Mental problems are as important and urgent as physical problems
- 2) Regular communication and support from management
- 3) Support and adaptation of workers returning after trauma
- 4) Communication channels for self-support groups, information exchange, feedback, proposals, etc.
- 5) Training structural unit managers to recognize signs of mental problems and talk openly about mental health with workers
- 6) Access to free or preferential assistance on medical and psychological services
- 7) Prohibition of stigmatization and discrimination on the grounds of physical and mental health problems
- 8) Psychosocial risk management (prevention, elimination and minimization) by identifying and assessing psychosocial hazards at the workplace
- 9) Mental health support at work (information, trainings, chat, emotional state self-assessment tools, organizational changes, rest rooms, teambuilding, etc.)
- 10) Monitoring of programme activities and assessment of psychosocial needs, policy review



Attention! Question



What are key components of a written policy on psychosocial support at the workplace?

Basis of a psychosocial support programme

Policy on PSS of workers

Statement _____.

*Goals*_____.

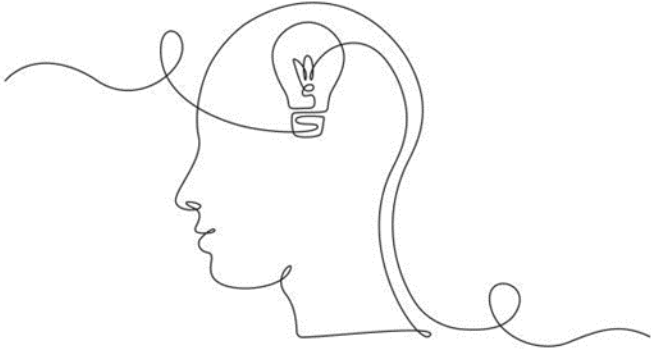
*Terms and definitions*_____.

*Obligations*_____

*Communication*_____

Monitoring and review _____

written policy



Attention! Question



What psychosocial support strategies can be implemented at an enterprise, i.e. who or what are the interventions aimed at and for what purpose?

Strategies of measures within the PSS Policy framework

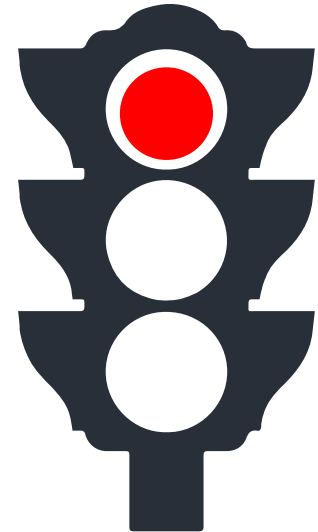
Universal strategies –
general level – all workers
and working conditions
Goal: *prevent* risks and
improve mental health



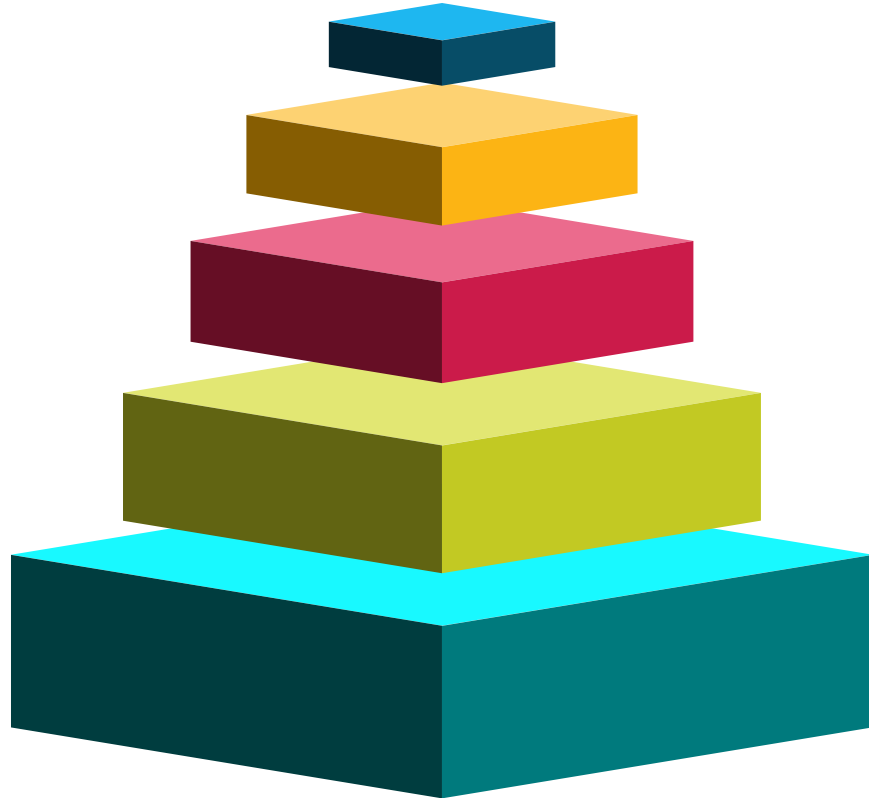
Selective strategies – level
of worker groups and
working conditions
Goal: early intervention, risk
mitigation, support



Special strategies –
individual level – an
individual worker and
working conditions
Goal: specialist *assistance*
and recovery, *adaptation* at
work after trauma



Measure implementation “pyramid”



1

Making a list of measures required by staff

2

Selecting and prioritizing measures

3

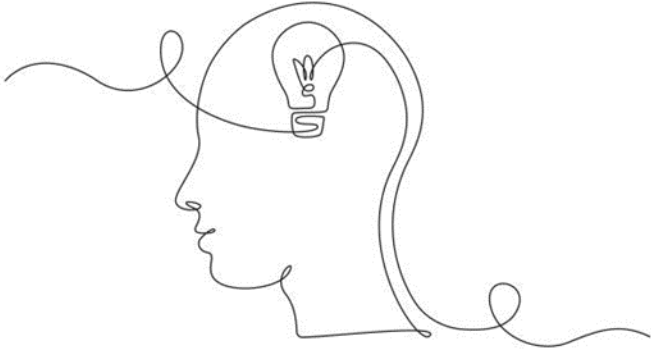
Identifying necessary resources and tools for their implementation

4

Developing a plan of implementation of the measures

5

Implementing each measure according to the plan



Attention! Question



What is your idea of a template of an action plan within the PSS programme framework?

What should be considered in such a plan?

Action (activity) plan as part of the psychosocial support programme (sample)

Task	Intervention level (who or what is covered)	Intervention content (what should be done)	Necessary resources	Responsible persons (name, contact, function)	Implementation timeframe	Implementation status/ difficulties
Develop and agree upon a written Policy and familiarize staff with it	Всі працівники	1. Write a draft Policy. 2. Agree it upon with persons concerned and approve it. 3. Share it with all workers for familiarization. 4. Define a way of familiarization of new workers with the Policy.	1. Sample of a similar Policy. 2. Time for consultations and Policy writing. 3. Communication channels for familiarization with the Policy.	From 24 November to 20 December
Train PFA provision skills	?	?	?			
Create a psychological relief room	?	?	?			
.....						

Good practice examples

Canada

Europe

USA

Japan

Australia





% of the US organizations covering services of mental health support and treatment from ***health insurance*** funds

Source: Mental health in America 2022 Workplace report



% of the US organizations offering ***EAP***
(employee assistance programme)

Source: Mental health in America 2022 Workplace report



% of the US organizations offering
information and educational activities on
mental health support and psychological
resilience building

Source: Mental health in America 2022 Workplace report



Mental health at work: policy brief

[ILO/WHO Joint Policy Brief: Mental health at work](#)

Homework for 20 December

01

Read all the materials on the PSS Programme Piloting disc



02

Draft a written PSS policy, agree it upon with the management and workers' representatives, and approve it



03

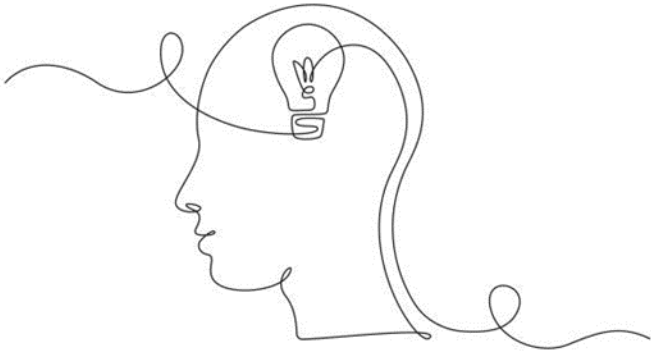
Familiarize all workers with the Policy content



04

Draft a programme workplan for 3 months





Group work

- 1) Write down likely difficulties in implementation of a psychosocial support programme.
- 2) What are possible solutions to overcome the difficulties?



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