

**Practical implementation of the programme of
psychosocial support at workplace in war and post-
war times**

**“With care for yourself and everyone”
*Naftogaz Digital Technologies LLC***

07.04.2023

Preconditions for development and implementation of a psychosocial support programme

The process of developing measures for psychosocial support of employees in terms of professional burnout prevention began as soon as during the quarantine.

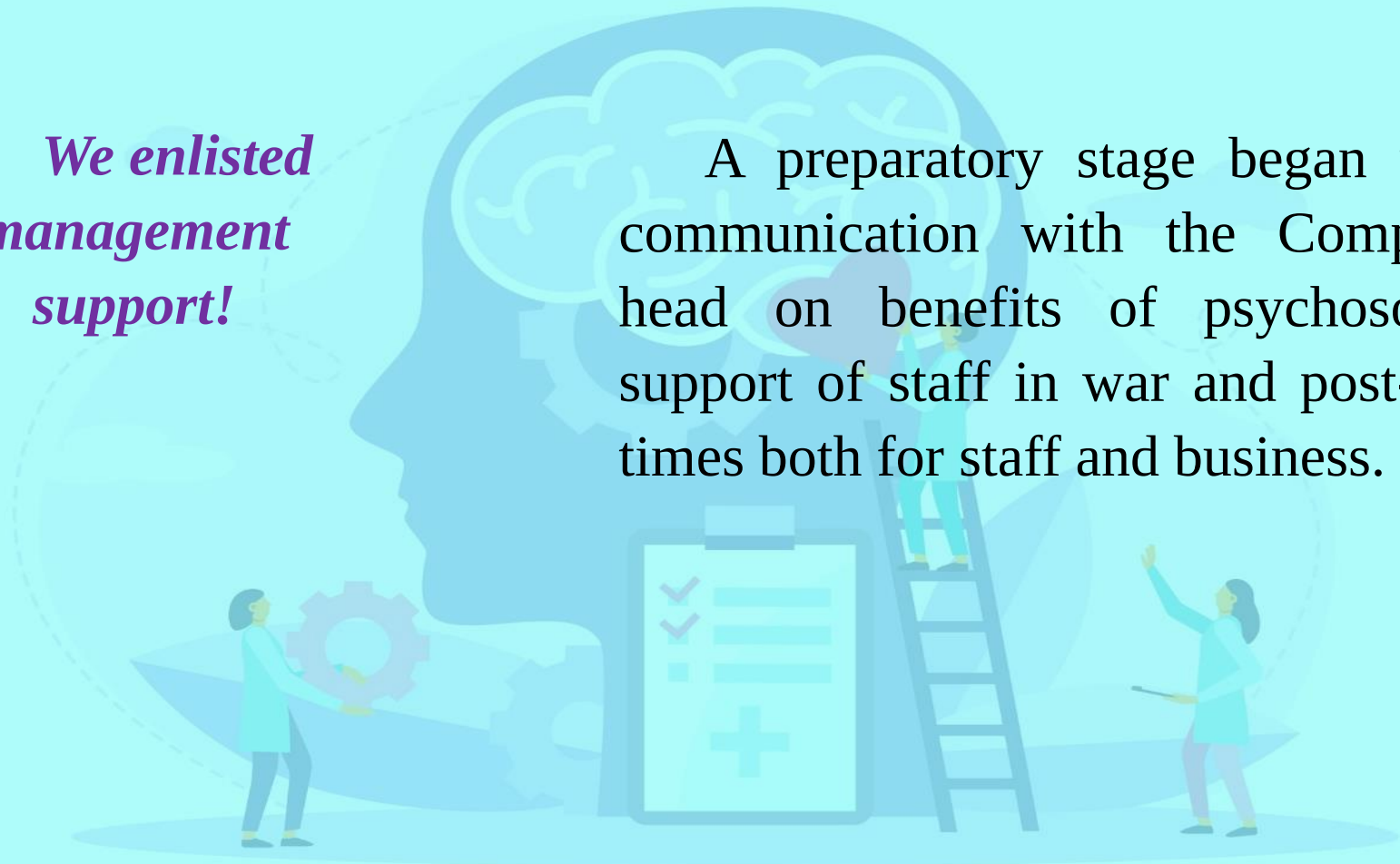
Participation in the ILO Project's pilot initiative on development and implementation of a programme of psychosocial support at workplace in war and post-war times was a logical continuation of the work already commenced in our Company to implement measures for support of our staff's mental health.

.

Preconditions for development and implementation of a psychosocial support programme

We enlisted management support!

A preparatory stage began with communication with the Company head on benefits of psychosocial support of staff in war and post-war times both for staff and business.



Measures to implement the PSS programme

November 2022 – January 2023



Questionnaire survey on psychosocial needs of employees

Establishment of a coordination group

Developed and approved the PSS policy and presented to staff

Prepared, approved and started implementation of the PSS action plan

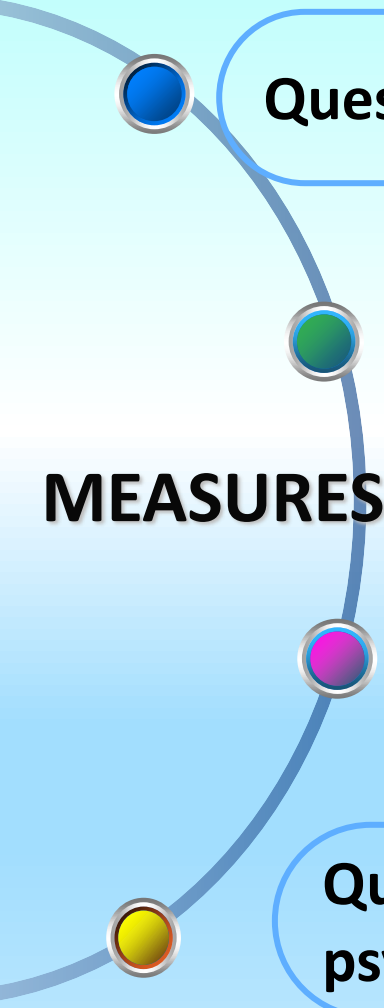
Took part in a training on PSS provision skills and prepared trainings to train staff on PSS provision rules

MEASURES

Measures to implement the PSS programme

February - March 2023

MEASURES



Questionnaire survey on being interested in PSS trainings

Mental health training for managers

Questionnaire survey of managers on management style and shaping of a positive organizational culture

Questionnaire survey (anonymous) to assess psychosocial risk factors

Measures to implement the PSS programme February - March 2023

MEASURES

Organized a mine safety training on the TMC training platform

Considered activities on expert consultations under a voluntary health insurance agreement

Created the Psychosocial Support page for all the Naftogaz Group enterprises

Organize corporate events of a “random” coffee type

Posted information on the psychosocial support (PSS) programme in the Teams system chat

What changes do we see already now?



Positive changes in staff mental health

- ❑ Creation of a page with videos on psychosocial support and ILO materials on PSS at the TMC corporate training resource for all the Naftogaz Group enterprises as proposed and assisted by employees

- ❑ Approaches for psychological aid

- ❑ Structural unit managers have paid attention to mental health







1. Involve students of psychology departments of higher education institutions in the projects

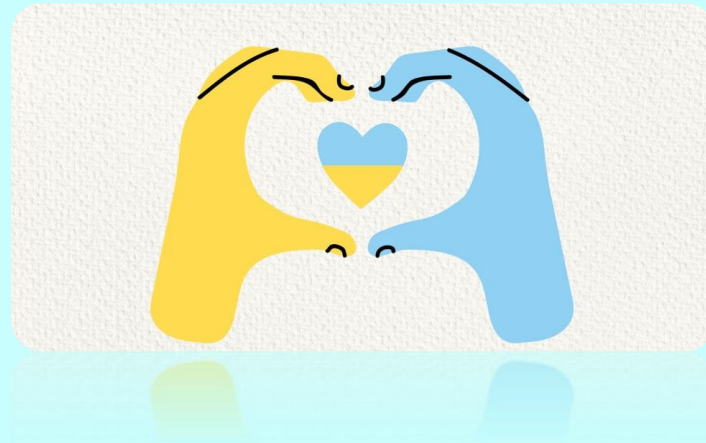
2. Provide trainings for psychosocial support ambassadors on maintenance of a resourceful state



Conclusions concerning PSS programme implementation



- ❑ Psychosocial support (PSS) of employees is a component of the occupational safety and health management system.
- ❑ Implementation of the PSS programme is beneficial to the employer:
 - there is already a practical algorithm working; it is not difficult, costs can be minimal whereas efficiency can be high;
 - a PSS implementation result can be seen already in the preparation phase, not only after the end of the year.



This project **provides for creation of our own, Ukrainian model of psychosocial support of employees** that will absorb the best international and domestic practices. Its main goal is to shape an individual culture of caring for one's mental health and creating a more inclusive, psychologically safe working environment.

Thank you for attention!

Any questions?

