



COVID-19 – TOP TIPS FOR RETURNING TO WORK

As employers in the construction industry during the Covid-19 crisis, we need to look at our employee's physical health and safety as well as our employee's mental health and well-being.

Think WELLBEING – It is crucial that we all sustain our physical and mental health.

To assist with the wellbeing of the employees returning to work:



BE CLEAR, BE HONEST, BE DIRECT in your messaging around all aspects to do with work, the site, safety and industry. The workers may already feel vulnerable about being back at work.

We want to ensure clear communication, providing clear boundaries, and directives which will make the environment easier to engage with and navigate. This will help create a sense of security.



ENCOURAGE YOUR WORKERS The morning Toolbox Talks are a great way to encourage your workers on start-up and at the end of the day. This will foster team morale and will increase positivity and productivity.



CHECK IN ON YOUR WORKERS often during the day. Once the Covid-19 stages change for industry the expectation is that all employees will need to work according to Health and Safety guidelines. This could create isolation and a long day for the workers onsite. Where possible make it part of business that someone from the team goes around and touches base with everyone to see how they are travelling.



BE AVAILABLE Advise your workers that if for any reason they are struggling they can come to the site office (or a point of contact) any time. Proactively support workers who identify as being at risk of workplace psychological injury. Refer workers to appropriate channels of support for workplace mental health and wellbeing, such as employee assistance programmes. Call MATES in Construction to speak to someone immediately on 0800 111 315.



SELF CARE When supporting others, we need to look after ourselves too. If you have helped someone today, you need to make time for yourself too by doing something that you know is good for you, even if you don't feel like it. Go for a walk, phone MATES for a debrief session, spend time with loved ones or friends – these are great strategies which support your own wellbeing. Contact MATES in Construction for a debrief session on 0800 111 315.

Stay calm! You're doing great.

Call MATES in Construction on our 24/7 helpline – 0800 111 315
for immediate support and we can take it from there.