

Remote Working & Staff Wellbeing

Following Covid-19, there is a sense that for many organisations, working life will be forever changed by this experience and staff might never go back to the same working patterns as before.

Some staff are desperate to get back into an office and are really struggling with isolation from their colleagues. However, other people have found home-working has been a revelation with improved efficiency, work-life balance and sense of autonomy. Many of these people may want to continue home-working at least part of the time beyond the end of the pandemic and remote working may become a key feature of our 'new normal'. With this in mind, we wanted to share some resources about how to support staff when they are not regularly together in an office. It is worth saying there is LOTS of info available on this topic so we have trawled through to pick out what we think is some of the best and most relevant.

- [Mental Health At Work](#) has a very useful website with lots of helpful guidance and links all written in a very user-friendly format.
- Anyone working in the field of mental health will be very familiar with the concept of Wellness Action Plans and MIND have produced an excellent version specifically for employees remote working. *Everyone* can complete a Wellness Action Plan, you don't need to have a mental health problem in order to feel the benefits. It just means that you already have practical steps in place to ensure you are supported when you aren't feeling great. Download ['Working from Home - A Wellness Action Plan'](#) and encourage your employees to think about what support they need. MIND also has [further guidance](#) available for managers on its website
- The [Wellbeing and Coping](#) website is a brilliant resource with ideas to help people build their wellbeing using the 30-3-30 approach (quick exercises you can do which take 30 seconds, 3 minutes or 30 minutes) You can [download the quick guide](#) to send to staff
- Mental Health First Aid have a short worksheet on ['Supporting Your Mental Health while working from home'](#)
- [Remote Working: a practical safety guide for businesses](#) produced by The Glide Group although aimed at businesses has a helpful and accessible section on 'Mental Health Awareness for Remote Workers'
- The [Health & Safety Executive \(HSE\)](#) has a template stress risk assessment and examples of assessments used by companies of varying sizes - ie examples from organisations with 9, 40 and 150 employees
- Trello has a great guide on ['How to Embrace Remote Work'](#) which looks at some positive ways to keep everyone feeling part of the team
- If you are planning on formalising remote working as a permanent feature in your organisation, Acas has a detailed booklet on ['Homeworking - a guide for employers and employees'](#) which looks at the pros and cons plus checklists, health and safety guidance and case studies. There is also a [sample homeworking policy](#)

Whatever the situation in your organisation and plans for your future working structure, we are here to help. If you want to talk over your ideas, seek reassurance or share your experiences of managing a remote workforce, please do [get in touch](#)

This document is intended for guidance and is not a comprehensive list. Last updated Feb 2021.

Please note that links may become out of date and invalid.