A thick white line graphic that starts from the left edge of the frame, curves upwards to form a large loop, then continues as a smooth wave across the top half of the image.

The impact of COVID-19 on employees

Methodology

Mind Coronavirus Survey

- 10 - 15 minute self-completion online survey distributed through Mind owned channels to UK adults within the general population.
 - 17,467 respondents over the age of 18.
 - 41% of these in full time employment, 14.7% of these in part time employment and 6.9% of whom are self-employed.
- 
- A thick, dark blue wavy line that spans the width of the slide, positioned at the bottom of the content area.

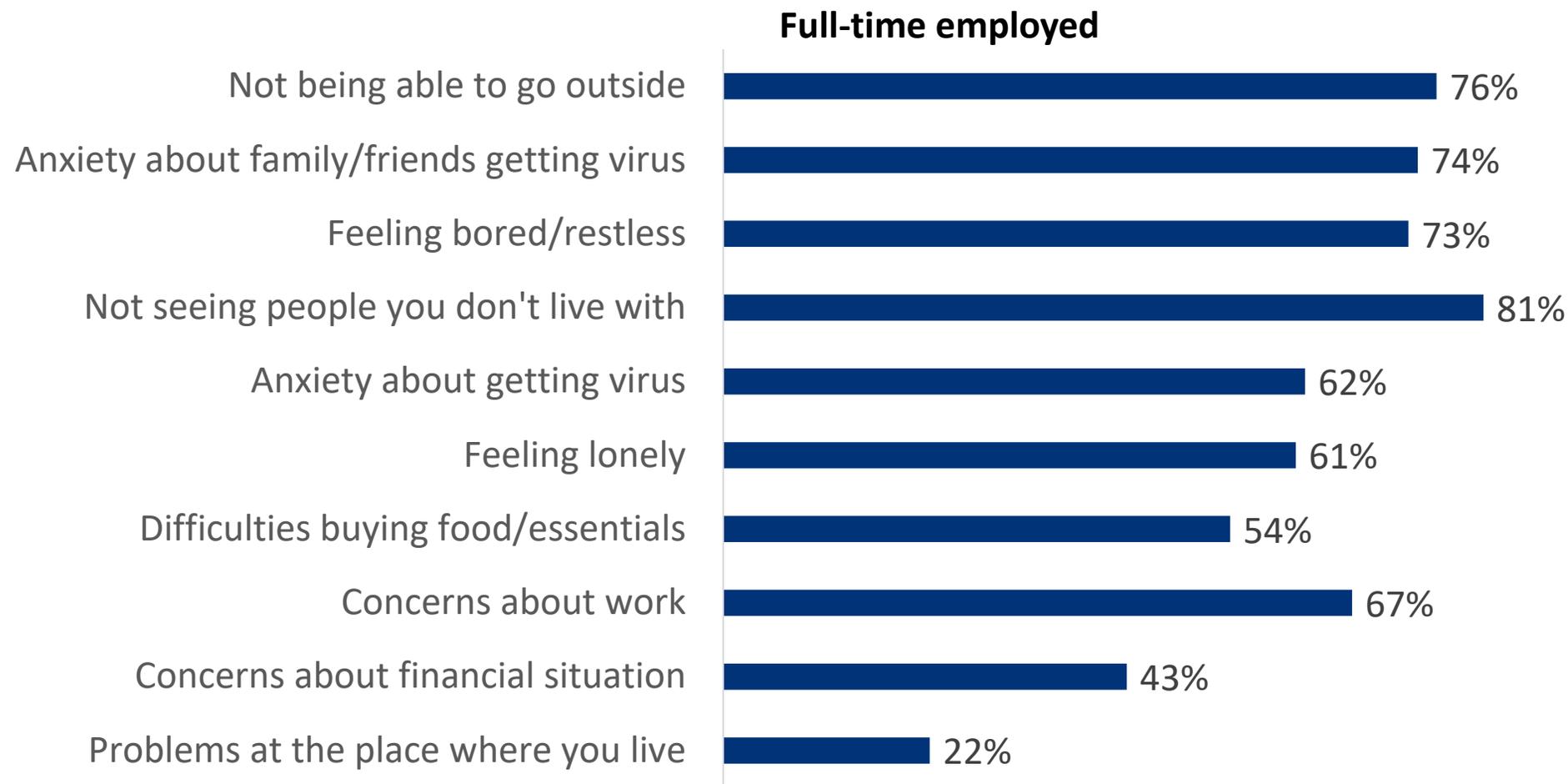
The impact on our mental health



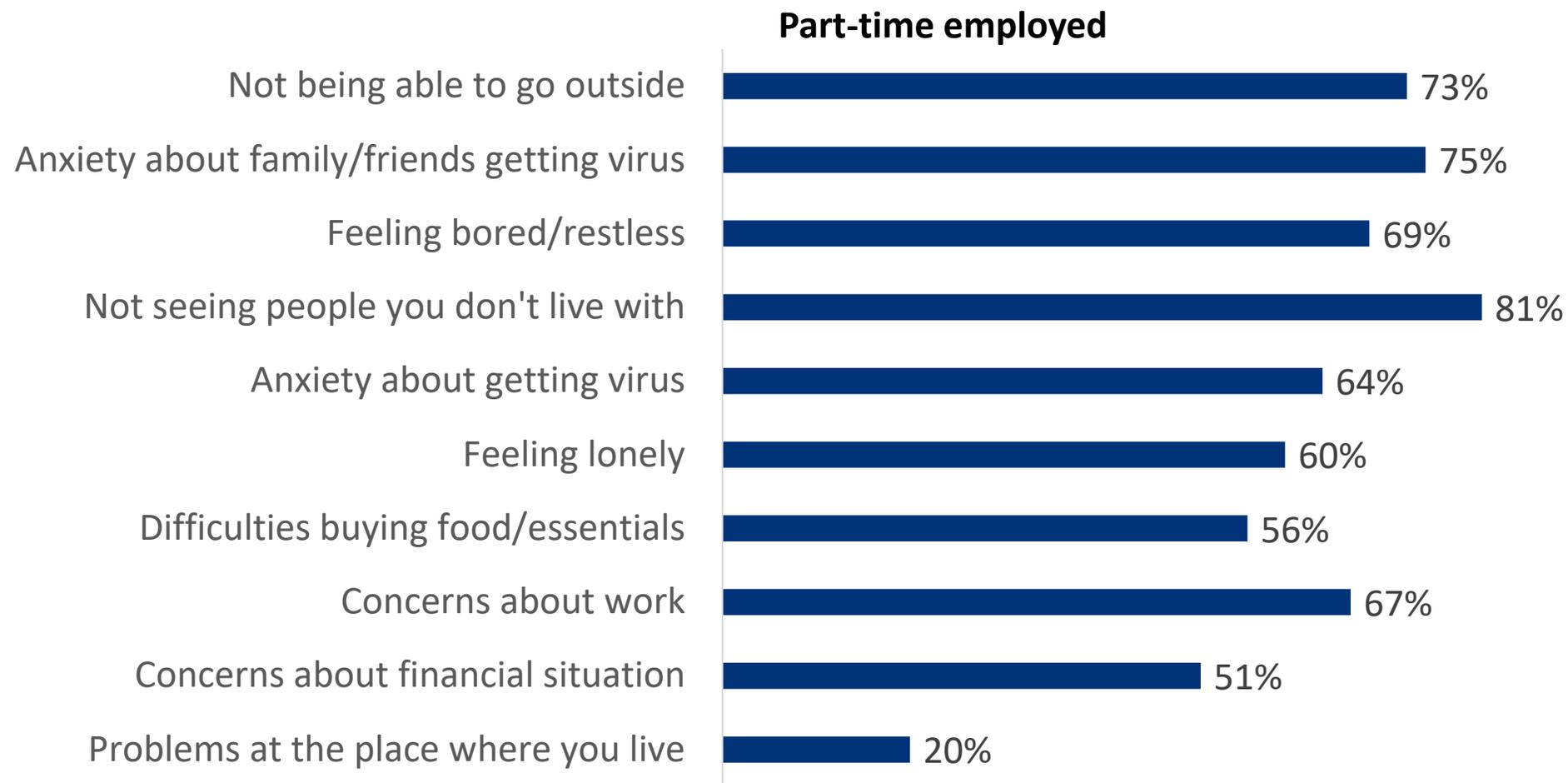
35%

of those in employment would describe their mental health as poor or very poor

Key factors affecting our mental health

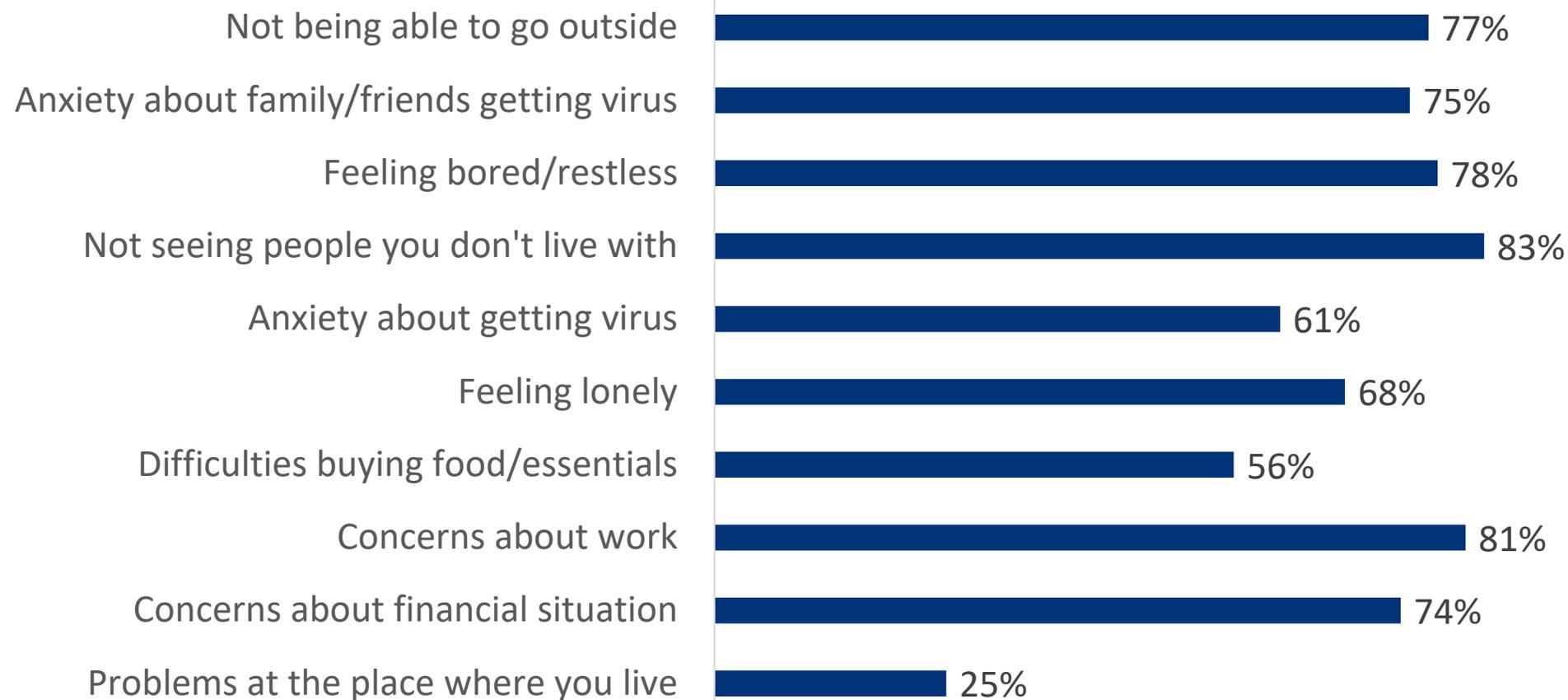


Key factors affecting our mental health



Key factors affecting our mental health

People who have seen their employment status change as a result of coronavirus



Key factors affecting our physical health

The interim findings from the IES Working at Home Wellbeing Survey showed over half of all respondents reporting new aches and pains, particularly in the neck (58%), shoulder (56%) and back (55%)

The majority (64%) reported a loss of sleep due to worry, increased fatigue (60%) and 40% not waking feeling fresh and rested

A third (33%) reported eating less healthily in lockdown, 60% worry they are taking less exercise and a fifth (20%) report an increase in alcohol consumption

The impact of COVID-19 on workplaces

Feeling isolated and disconnected

33% report
frequently feeling
isolated

29% would not say
their boss is good at
keeping in touch

34% worry that
decisions are taken
without their
involvement

Source: IES Working at Home Wellbeing Survey Interim Findings



Always on

On average, people
WFH are now
clocking up 28 hours
of overtime per
month

25% feel pressured
to respond more
quickly than they
normally would

12% are signing in
before 7am and 18%
still working after 7pm

Source: LinkedIn/Mental Health Foundation Research



Always on

48% are working long and irregular hours

43% feel they do not have enough time to get work done

36% feel under too much work pressure

Source: IES Working at Home Wellbeing Survey Interim Findings



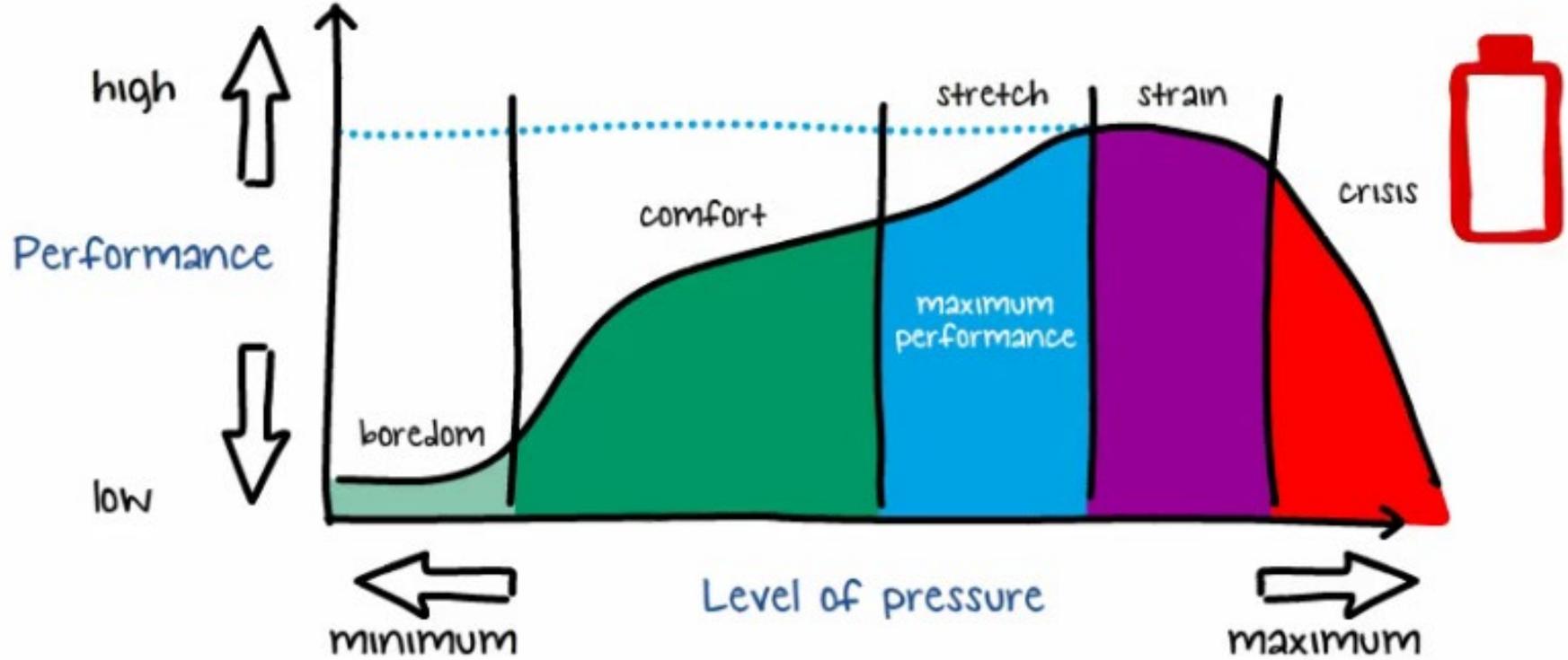
Virtual presenteeism

IES report 26% of respondents have continued working from home, despite illness

More than three-quarters (79%) of HR managers surveyed by LinkedIn and the Mental Health Foundation said they believed the widespread implementation of home working has encouraged 'e-presenteeism'

"Virtual or e-presenteeism is where workers feel they should be online, working and available to colleagues as much as possible, even when feeling unwell"

Burnout



The impact of COVID-19 on University Staff

Methodology

Synthesis

The key themes presented here are a synthesis of:

- 2 x Mentally Healthy Universities Programme meetings hosted in September, bringing together staff and student service leads across the 9 pilot institutions
 - Monthly catch up meetings with the 9 pilot institutions
 - Correspondence between universities who have taken the Time to Change Employer Pledge and Mind
- 

University Staff

- **Increased workload** – Responding to the pandemic has required increases in workload e.g. redesign of course suitable for virtual delivery, adaptations to the estate, changes in processes.
- **No downtime** – Responding to the pandemic has required significant work over the summer period in order to prepare for the academic year. This has not provided time for rest. In some cases may have delayed other priorities e.g. research
- **Overextending themselves** – In their endeavours to respond to the pandemic and deliver best possible experience for students, working long(er) hours in order to provide additional support. But is this sustainable?

University Staff

- **Uncertainty** – The changing nature of the response continues to require changing needs of staff e.g. translating blended learning courses to purely virtual; responding to needs of students in local lockdown. This can create significant work at short notice and make advance planning difficult. This may subsequently impact the extent to which staff feel able to plan outside of work.
- **Social disconnection from colleagues** – increased workload, additional efforts to support students virtually, remote working – staff are finding themselves feeling isolated. Lack of informal opportunities can also present a barrier to conversations around wellbeing.

University Staff

- **Anxiety to return to campus**– Among staff required to return to campus, there is anxiety among some regarding their personal risk. Heightened due to media reporting.

Is this what you're seeing on
your campus?

Support

- **Interim job design** – Addressing the needs of the role in the current environment and the capacity of staff
- **Line manager conversations** – Open, honest conversations around workload, priorities and wellbeing.
- **Open, proactive conversations around wellbeing** – Wellness Action Plans, wellbeing temperature checks being shared at meetings
- **Opportunities for social connection** – Virtual breaks / drinks / lunch
- **Promotion of existing support available** – Promotion of support such as EAP, reflective practise. Encouraging DSE assessments.
- **Regular, timely communications** – Providing insight into response and needs

What is your institution
putting in place?

Find out more by visiting:
mind.org.uk/workplace

Contact:

work@mind.org.uk

