

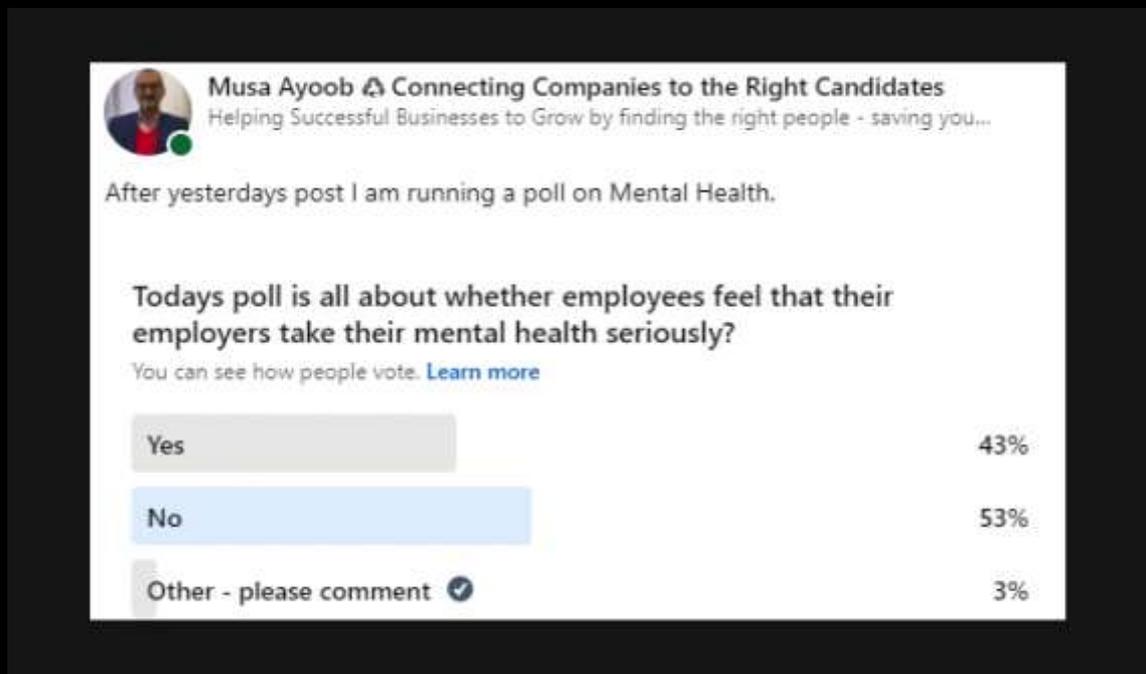
MENTAL HEALTH MATTERS

By Maria Ayoob - April 2021



The covid19 pandemic has seriously impacted many areas of our lives, as any massive change in routine and day to day life would.

NQB Recruitment Solutions recently completed a survey on LinkedIn and found that more than 50% of employees still feel that employers are not taking Mental Health Seriously.



A particularly serious issue, is the negative impact it has had on mental health. Lockdown loneliness has reached an all-time high, with figures from the office for national statistics showing that it is taking a toll on over $\frac{1}{3}$ of the country's mental wellbeing. More than 20% of young people / adults with no previous issues have stated they experienced poor or very poor mental health during lockdown.

The increased mental stress from working from home has made it harder for many people to control their work life balance and have a stable routine, which has been a key factor contributing to worsening mental health for many.

While lack of job security due to being furloughed has been the number one cause of stress for many, it is of course not to forget that things have also not been easy for essential workers having to go into work every day during these tough times. Accessible mental health support has never been more necessary.

Employers have the responsibility to provide mental health support, and a particular importance and focus has to be put on this now.

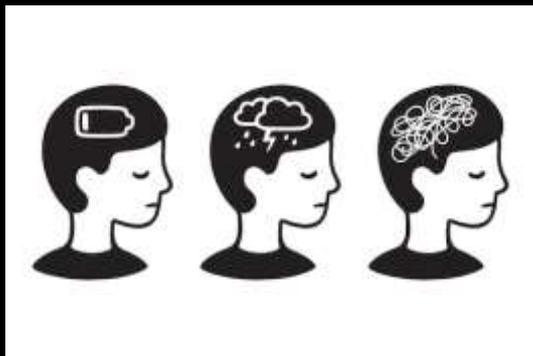
There are many ways to help, and let employees know you are here to support them. Some simple ways to help could be to:

- Be sympathetic: poor mental health can often display as poor work performance, instead of getting annoyed, have a calm chat about it, and ask what you can do to support.
- Make sure employees have access to resources such as helplines, and are informed about ways to get help.
- Encourage a healthy working culture and work life balance.
- Stress the importance of having a routine and not overworking.
- The best thing to do is to just be understanding and approachable, create an environment where mental health is understood and taken seriously.

Of course, it's down to each individual to also make sure you are taking steps to maintain your mental wellbeing, remember to speak up and get the help you need.

It's easy to get overwhelmed during any events of uncertainty, and so having a support network and staying in contact with friends and family is very helpful.

The conversation on mental health is incredibly important, and even now as we seem to be easing out of lockdown, the last year has had a massive impact on the mental wellbeing of many people and we need to be seeing a larger focus being put on mental health support, now and in the future.



If you need to reach out for support please get in touch with the Support lines listed below:

Samaritans: 116112

Mind: 0300 123 3393

You can also get advice from the NHS 111 service.

NQB Recruitment Solutions is a Manchester based boutique search and select agency that works with ethical employers that take mental health seriously so to learn how we can help you connect you to the right clients or candidates please call now on [01612919196](tel:01612919196) or email us at info@nqbrecruit.tech or visit www.nqbrecruit.tech.