COVID-19: SUPPORTING HONG KONG EMPLOYEES TO STAY MENTALLY HEALTHY

Our vision at City Mental Health Alliance Hong Kong is to support the creation of mentally healthy workplaces. Since creating our first factsheet in regards to COVID-19, the situation has evolved at great speed. Therefore the CMHA HK team have updated the resources, drawn on lessons learnt from our members and others, and narrowed our focus to the HK community to provide support to companies and the mental health of their employees.

LOOKING AFTER EMPLOYEES’ MENTAL HEALTH

Communication
Communicate information from reputable resources in a timely manner. Update regularly on steps taken by the company and how this impacts employees.

Individualisation
Certain groups or individuals may be more affected by ongoing events and require extra support, information or adaptations.

Support
Ensure that employees are aware of how to reach out for support or information (e.g. EAP program). Also see here for a list of community resources.

BUSINESS UNUSUAL: TIPS TO STAY MENTALLY HEALTHY DURING THIS TIME

Support Employee Choice
Individual circumstances vary and remote working may not be appropriate for some. Consider options to support their choice.

Understand the Disruption
Understanding the disruption and impact that school/office closures have caused to families and home working.

Set Clear Expectations
Set clear expectations of working hours and communicate that employees are not expected to stay online after working hours.

Provide IT Support
Provide IT support to employees in setting up remote working spaces to ensure that they can fulfil their role to the best of their abilities.

Seek Feedback from Employees
Employees experience different challenges so actively seeking and responding to feedback is recommended.

Stay Connected
Encourage employees to stay connected and have regular check-ins (either formal or informal) with their teams via digital platforms.

A Work Environment
Help employees to create the right work setting with a routine, dedicated workstation and coordinating schedules with household members.

Stay Active
Communicate the importance of looking after individual physical health and create tips or company challenges to stay active and healthy.

Regular Breaks
Urge employees to break up their day with activities to take care of themselves e.g. healthy snacks or screen time breaks.

Source of Truth
Encourage employees to choose a source of truth (e.g. official source) and use this for updates.

This document is not and should not be considered as clinical advice or support. Anyone who may have a need for such support should seek professional advice.

The City Mental Health Alliance Hong Kong is a collaborative venture founded by city businesses. Championed by senior leaders, the Alliance is business led and expert guided and aims to create a culture of good mental health for workers in the city of Hong Kong, share best practice and increase mental health understanding.

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USEFUL RESOURCES

Important Information on COVID-19

[Global Resources]
World Health Organization
COVID-19 advice for public

CDC
2019 Novel Coronavirus Situation Summary

United Nations
FAQ COVID-19

Google
COVID-19 Information & Resources

[Hong Kong Specific]

Hong Kong Government
Coronavirus Dashboard
Department of Health

Legal Obligations

Mayer Brown
COVID-19 and Employer Obligations
Q&A
Managing HR Through COVID-19: A Practical Guide for Multinational Employers

Looking After Employees' Mental Health

World Economic Forum
Managing mental health during coronavirus - experts around the world share insights

CDC
Mental Health and Coping During COVID-19

WHO
Mental Health during COVID-19

Mind Hong Kong
Managing our Mental Health & Staying Well during a Virus Outbreak

Family Support

Central Health Partners
Supporting Children Through the Health Crisis

HK Government
Stress management for caregivers

HKU
Fight COVID-19 Community Page

KELY Support Group
Youth Mental Health

Other Resources
Mitigate the effects of home confinement on children during the COVID-19 outbreak

We would like to hear your thoughts!

If you need further information, or have feedback, please don’t hesitate to contact us on:

info@cmhahk.org

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