

# Supporting Good Work Practices: The SOM's Return to Work Toolkit

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**Dr Roxane L. Gervais**  
Researcher, Practitioner, Consultant  
Practical Psychology Consultancy Ltd

# ABOUT ME

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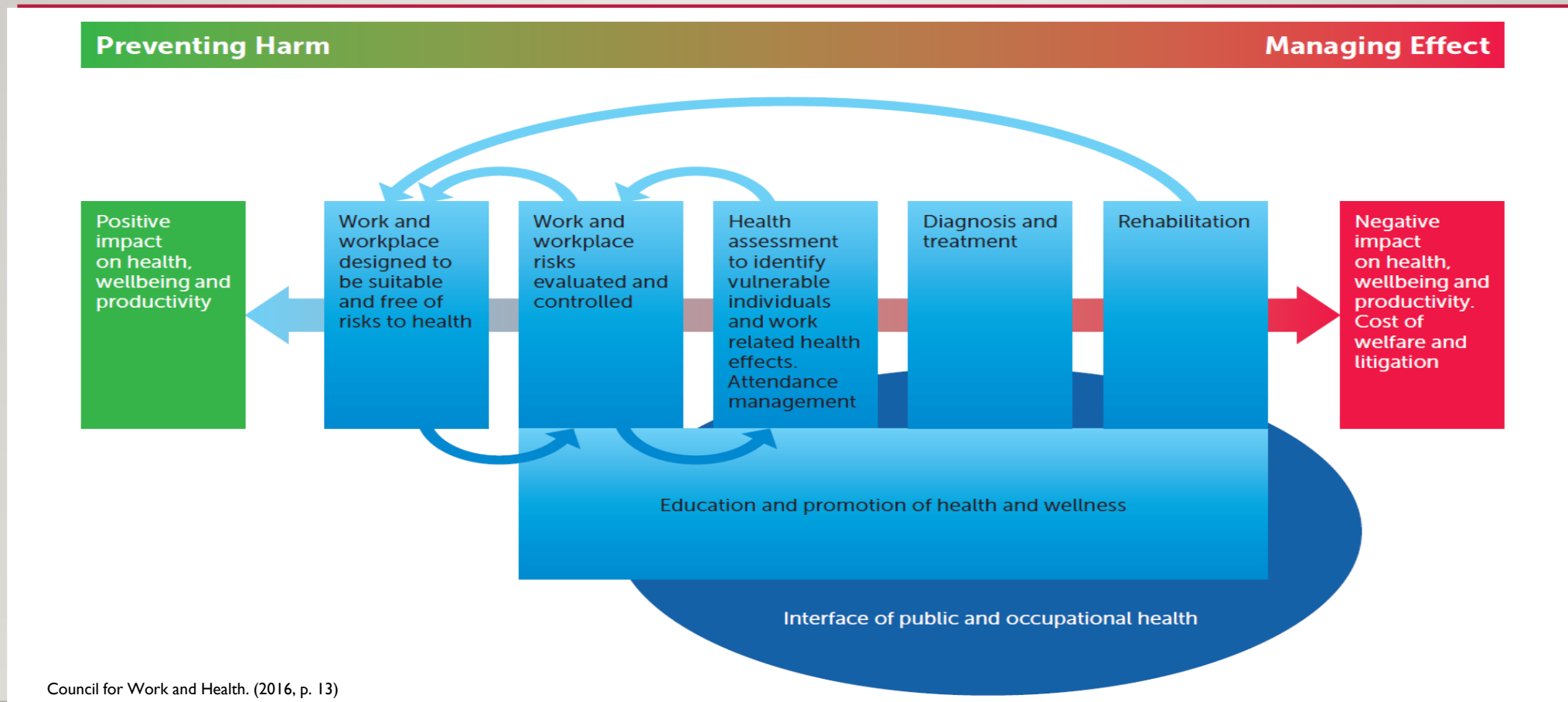
- A Chartered Psychologist, a Chartered Scientist, a Registered Occupational Psychologist, an Associate Fellow of the British Psychological Society
- An independent researcher, practitioner and consultant, and the Director of Practical Psychology Consultancy Ltd
- Expertise in occupational safety and health (OSH)
- Support organisations in managing work-related stress and other work-relevant mental ill health issues
- Provide research design, survey design, psychological assessment, organisational change, organisational development, leadership development, psychometrics, and career development

# WHY A TOOLKIT?

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- Adds a resource
- Provides information and guidance
- Offers focused and practical solutions

# INTERFACE BETWEEN WORK AND HEALTH



# HOW SHOULD WE PREPARE TO RETURN TO WORK (RTW)?

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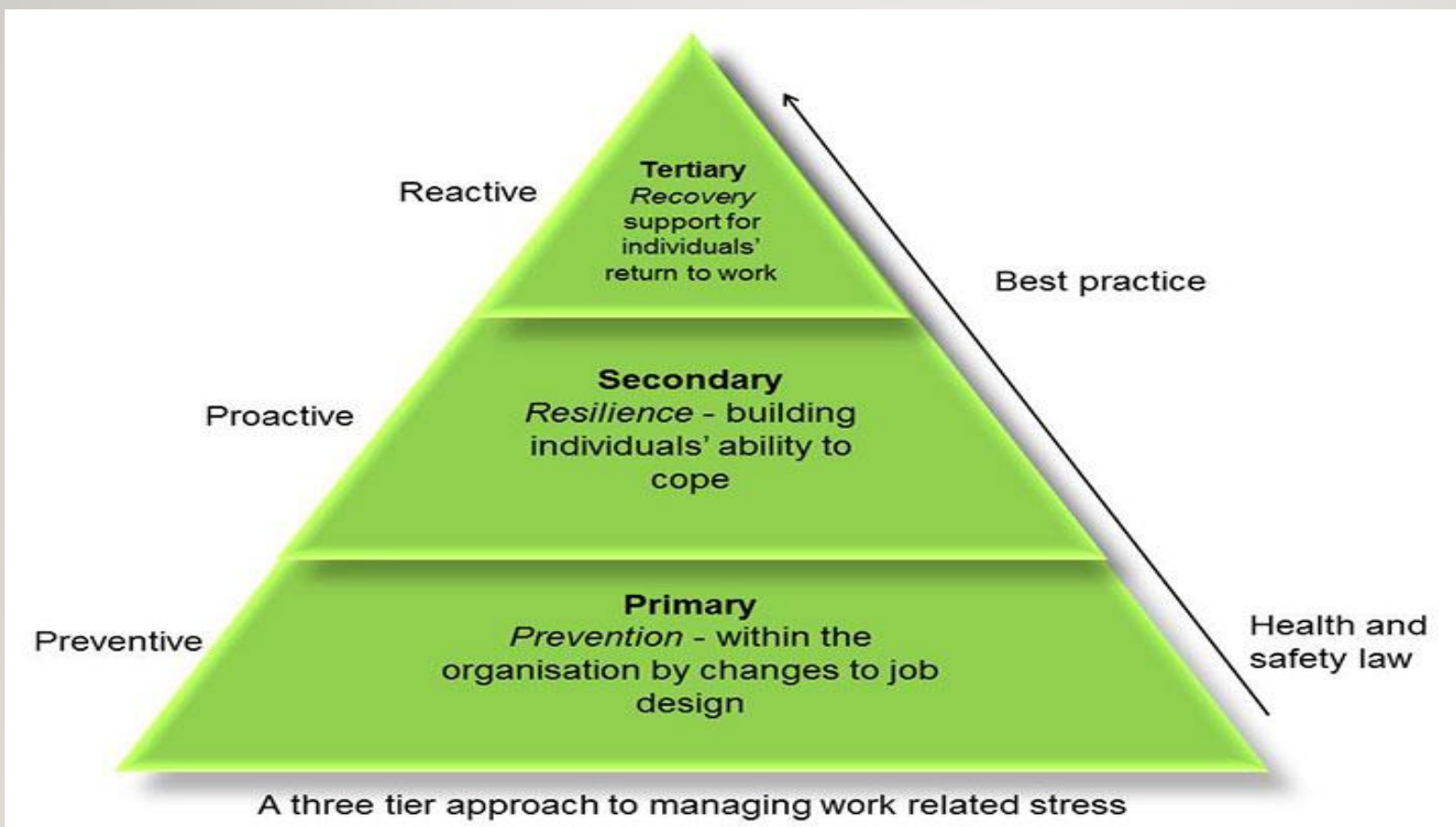
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# THE RTW PROCESS

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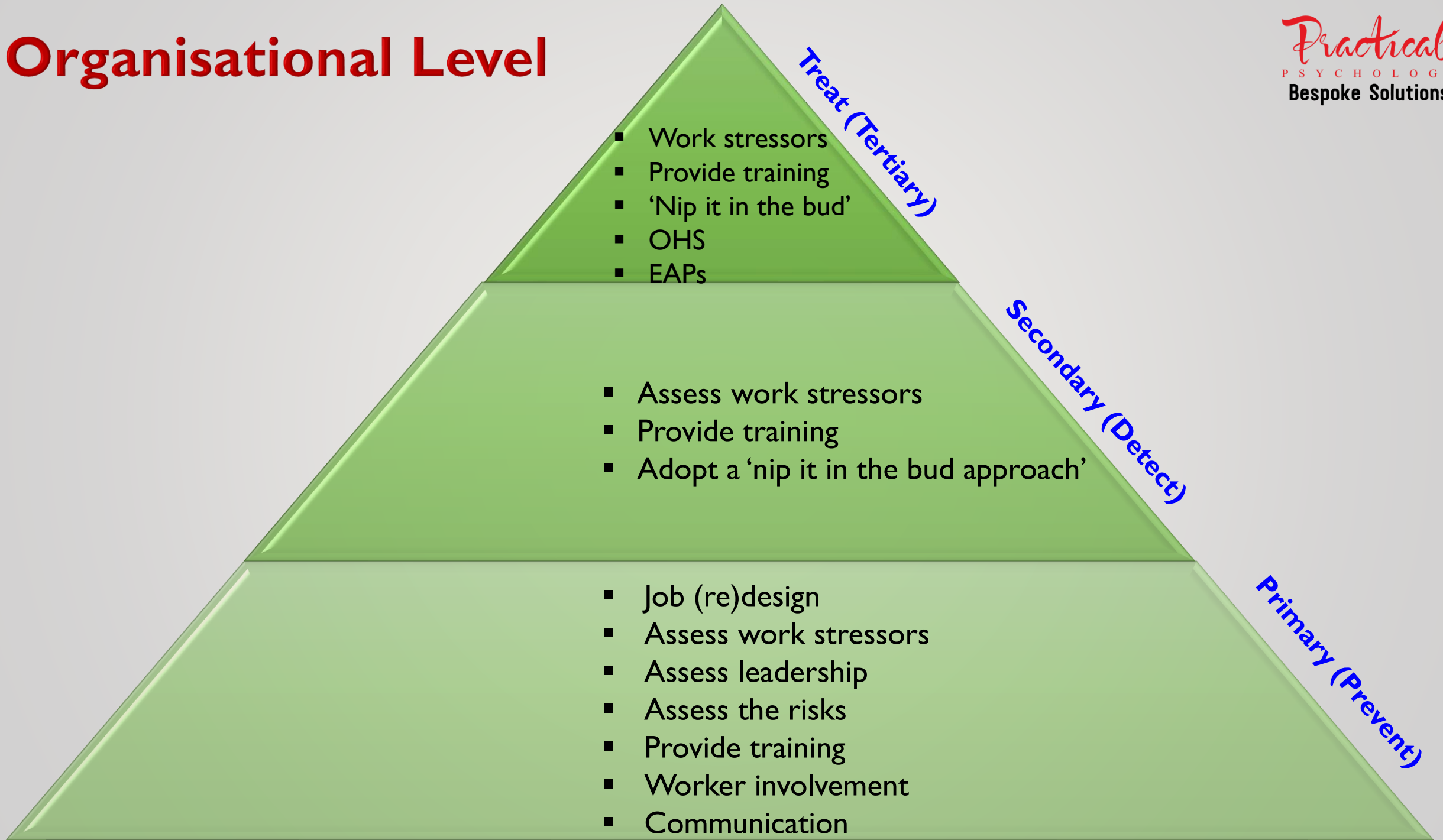
- The RTW process should always be supported, facilitated and focused at three levels:
- The Primary Level - Organisational
- The Secondary Level - Group / Team
- The Tertiary Level - Individual

# WHAT DO WE MEAN?



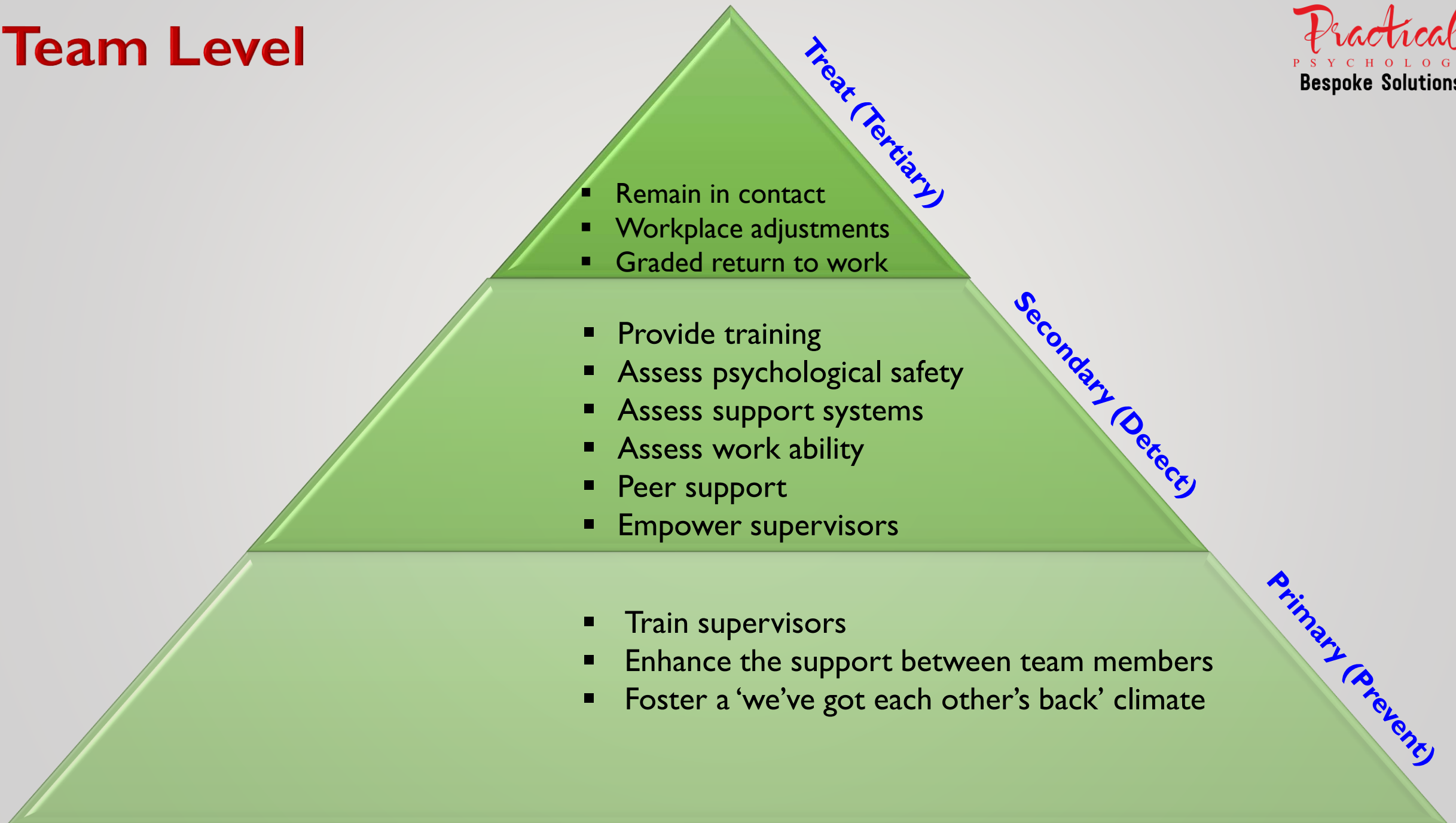
**Evidence-informed  
interventions needed  
at each level**

# Organisational Level

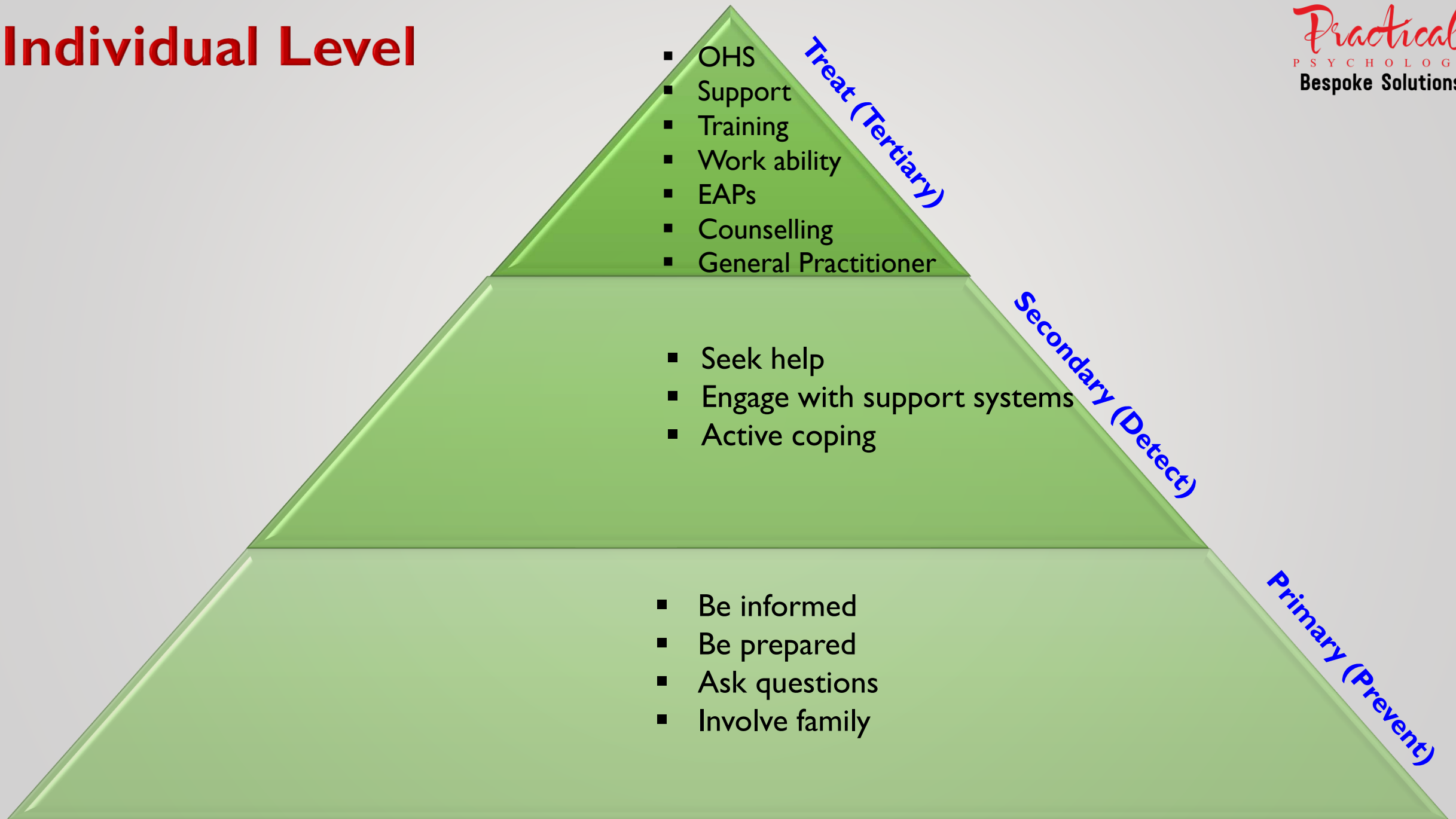




# Team Level



# Individual Level



# INDIVIDUAL DIFFERENCES

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## ➤ High risk groups:

- ✓ Those with pre-existing health conditions
- ✓ Those who are clinically extremely vulnerable, i.e. those who have a severe disease or require intense treatments
- ✓ Those who are shielding
- ✓ Those workers who are acting as carers for any person who falls into one of the groups above

## ➤ Groups with increased vulnerability:

- ✓ Having a disability
- ✓ Fearing discrimination
- ✓ Having a long term mental illness
  - Protected against unfair treatment under the 2010 Equality Act

# INVEST IN SELF CARE

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- Adequate and quality sleep
- Physical activity
- Healthy nutrition
- Relaxation (Ruminating)
- Socialising
- Raise awareness of and practice self-compassion



SELF  
Care  
IS NOT SELFISH

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# WELL-BEING AND WORK

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- Work is good for us
- It is important in maintaining well-being
- It improves health and coping mechanisms
- Individuals enjoy their work
- Work satisfaction could positively influence life satisfaction
- Well-being contributes to better mental and physical health
- Job satisfaction could lead to improved productivity and performance
- When workers are healthy and maintain their well-being, regardless of age, both individuals and organisations benefit.

Waddell & Burton, 2006; Csikszentmihalyi, 1997; Rice, Near & Hunt, 1980; Diener & Seligman, 2004; Gervais & Milleer, 2014

# THANK YOU!

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[@RoxaneLGervais](#)

[roxane.gervais@practicalpsychologyconsultancy.com](mailto:roxane.gervais@practicalpsychologyconsultancy.com)

Practical Psychology Consultancy Ltd

<https://www.practicalpsychologyconsultancy.com/>