

What employers can do to support workers during **time off**.

Injury Example: A worker was walking through the hall when they slipped on the wet floor and fell onto their back and tailbone. The worker attended the hospital for assessment and it was determined the worker was disabled from all work for three weeks. Together, the worker and employer representative work together to determine alternate/modified duties for when they return three weeks later.

Potential Impacts	How to Support
<p>Stress, anxiety, depression:</p> <ul style="list-style-type: none"> financial strain injury claim return to work process fear of judgment limitations due to physical injury or disability guilt/conflict at home uncertainty or decreased sense of confidence and self-worth 	<p>Connect the worker with supports such as Employee Assistance Program, and/or community support such as helplines, 1 on 1 visits, support groups, etc.</p> <p>Check in frequently with the worker to see how they are doing, how you can support them, and to show empathy.</p> <p>Expand your own knowledge about how injuries can impact mental health.</p> <p>Accommodate the worker's abilities as best you can, to help advance the worker's return to work. Be flexible and willing to adapt depending on the worker's limitations and abilities.</p>
<p>Engagement, isolation:</p> <ul style="list-style-type: none"> feeling disconnected/out of the know from the workplace decreased social connection and missing extra-curricular activities lack of purpose/fulfillment 	<p>Emotionally connect with the worker by sending a "get well soon" card signed by the team. This will help to boost their spirits and show that they're being missed by the team.</p> <p>Include in team meetings/updates when possible.</p> <p>Communicate the worker's value (personally and professionally) on an ongoing basis through video team calls, supervisor/co-worker visits, dropping off books or groceries, etc.</p> <p>With the worker's permission, update the team on the worker's recovery and return to work dates.</p>

Additional Resources

Crisis Lines: 1-800-784-2433 or 9-8-8

Mental Health Support Line: 310-6789

Drug and Alcohol Info and Referral: 1-800-663-1441

Mental Health Services: helpstartshere.gov.bc.ca

Mental Health Information: heretohelp.bc.ca

Free Wellness Program: bouncebackbc.ca