

# Top tips for Supporting Staff



**Attend to the basics first**, by paying attention to safety and practical needs. Ensure your staff have the equipment they need, as well as access to food, drink and uninterrupted rest.



**Be available and show that you care.** Check in with staff, ask about their worries and listen to their answers. Remember to ask how they're doing at home, as well as at work.



**Normalise emotional reactions** to stress: it's ok not to be ok.



**Help staff to pace themselves** and cope with exhaustion. Check that they're taking breaks and provide cover for their annual leave.



**Acknowledge the challenges** staff are facing, and encourage and support them to draw on their existing skills and experience.



**Show appreciation** and remind them of the valuable contribution they make to your team.



**Create ways to maintain social connections** (e.g. through a WhatsApp group or Buddy System).



**Ask about the coping strategies individuals normally use** and help them to use or adapt these strategies in the workplace.



**Make sure staff know how to get help if they need it:** [The National Wellbeing Hub](#) or the National Wellbeing Helpline: 0800 111 4191