

How to support remote employees

The risks of teleworking for the employees

- Less available social time with the colleagues leads to :
 - An increase of effective work and, therefore, a heavier workload
 - Isolation
- No appropriate work space
- Challenges of self-organization
- Lack of motivation
- Reduced options to recharge the batteries (breaks)

Recommendations for the manager

- Reduce the expectations regarding working hours to save time for social regulations with family members
- Promote extra-professional activities to recharge the batteries
- Define time slots for bilateral meetings that match the private organisational constraints
- Reassure and ease the guilt for not working the usual amount of hours
- Collectively set time slots for the weekly team meetings
- Provide suitable equipment and ergonomic advices
- Offer moral support

« Keeping all staff protected from chronic stress and poor mental health during this response means that they will have a better capacity to fulfil their roles ».

(Mental Health and Psychosocial Considerations During COVID-19 Outbreak) OMS