

Ask the FICSA Expert Session On: Mental Health During Times Of Crisis

UNSSCG
United Nations Staff & Stress Counsellors Group



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Key Points:



Overview of the UN System Mental Health & Wellbeing Strategy (MHS)



Practical Support & Resources



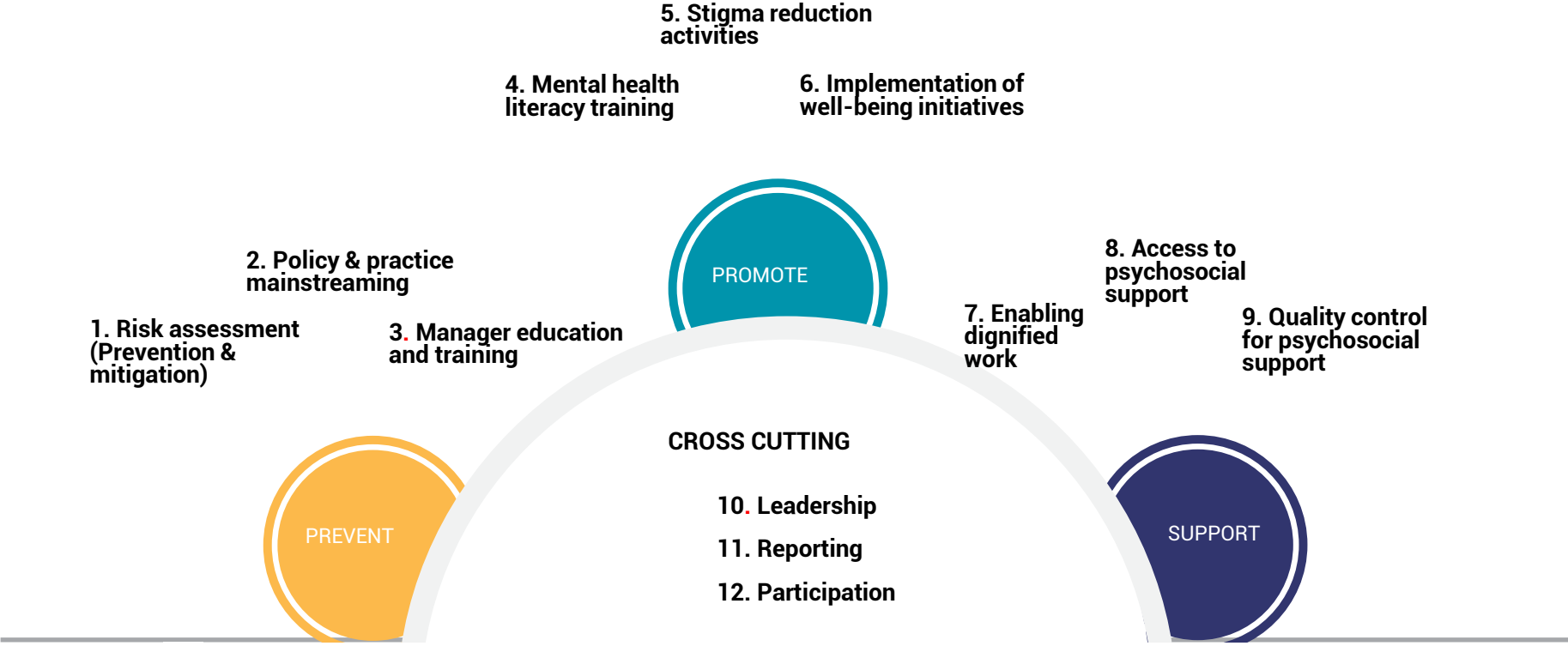
Role of UNSSCG

UN System Mental Health & Wellbeing Strategy

- SG has prioritized Workplace Mental Health & Wellbeing
- Mentally healthy workplace, resilience, engaged and productive staff
- The UN Mental Health & Well-being Strategy 2024 & beyond is an important resource



Mental Health & Wellbeing Strategy Scope



Linkage- The MHS & Staff Representation

- Bridge between staff and leadership
- Champion workplace mental health and wellbeing
- Advocate for inclusive practices and effective policies
- Build trust and awareness among staff

Key Summary Points MHS

- Mental health and wellbeing support for all
- Multiple stakeholders
- Workplace culture and prevention
- Sustainable resources
- Data-driven approach



Resources

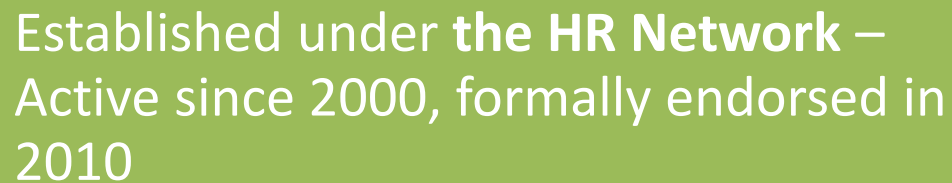
- Mental Health hub
- Staff and Stress Counsellors systemwide
- Healthy workforce platform
- <https://www.un.org/en/healthy-workforce-home>

UNSSCG at a Glance

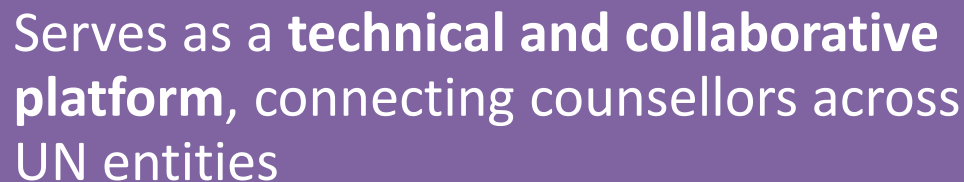
A **system-wide professional** network of qualified mental health professionals across the UN



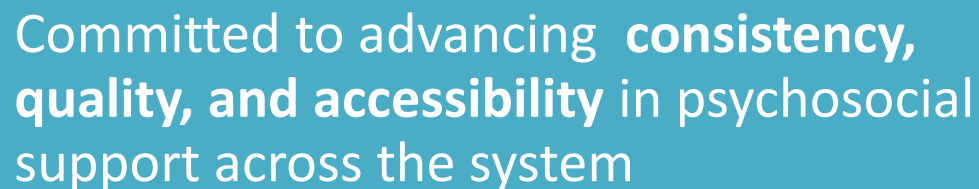
Established under the **HR Network** – Active since 2000, formally endorsed in 2010




Serves as a **technical and collaborative platform**, connecting counsellors across UN entities



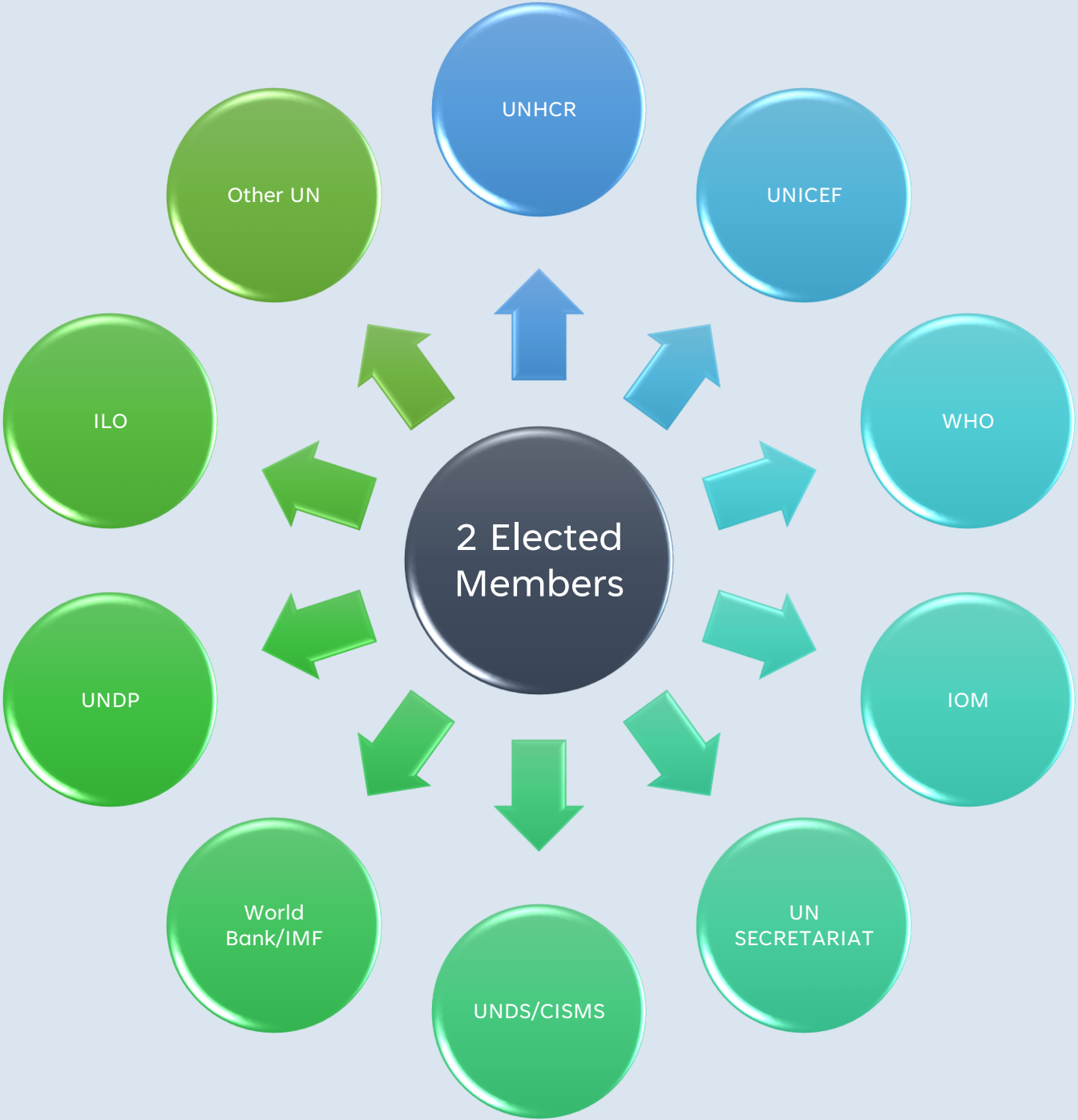
Committed to advancing **consistency, quality, and accessibility** in psychosocial support across the system



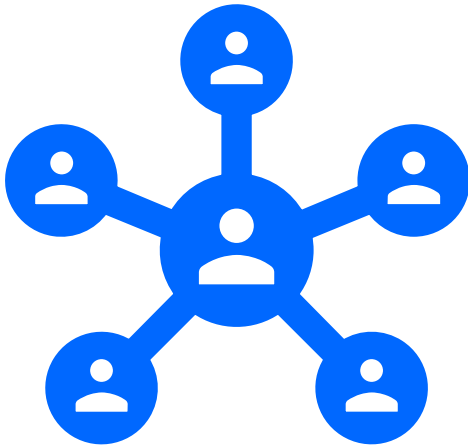


Our Role in Strengthening System-wide Wellbeing

- Act as the **UN system's technical reference point** on workforce mental health and wellbeing
- Advance **shared professional standards, ethical principles, and quality benchmarks**
- Develop and disseminate **guidance, tools, and position papers** across UN entities
- **Engage in cross-functional and inter-agency collaboration** with stakeholders such as HR, UN MD, Ombudsman services, and others to align and strengthen support



Technical Outputs: Guidelines for Supporting Mental Health and Well-being During Organizational Change



Guiding Principles

- Support for Impacted Personnel
- Ethical Leadership
- People-Centered Approach
- Clear Communication
- Policy Compliance
- Strategic Workforce Planning
- Employee Engagement
- Sustainability



The Role of UN Staff/Stress Counsellors

Individual Support: *Counselling & Crisis intervention*

Organizational Facilitation: *Advising on psychologically safe messaging, Resilience & change workshops, Recommend mitigation measures for risks*

Leadership Empowerment: *Emotional intelligence training, Stress management tools, Tailored coaching, Co-develop resource toolkits*

Team Recovery and Rebuilding: *Team-building and trust-building activities, Support teams through stages of group development, guidance through transitions rituals*

System-Level Contribution: *Advocay for psychosocial safeguards in HR frameworks and policies, Synergies for cross-functional response, Preventative and restorative strategies*



In times of change, it is important to remember:

Everyone in the organization plays a role: Leaders, managers, specialized functions, support services, staff associations & staff across all levels.

One size does not fit all: Tailored approach is necessary to meet the unique needs of different organizations/teams/individuals.

Communication & transparency are crucial: Consistent and clear dialogue helps build trust and facilitates smoother transitions.

Cross-functional coordination is essential: Collaborative efforts across departments ensure a unified and effective response to change.





Thank you for your
attention!

Questions ?