

COVID-19 smashing the stigma in mental health – a strategic blueprint for change/support

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ABSTRACT:

This paper is an update on the article, ‘Smashing the stigma in mental health – a strategic blueprint for change’ (Feringa and Wentzel 2020).

The oil and gas industry has endured a significant impact under COVID-19 including economic downturn and growing uncertainty, exposing the effect on human vulnerability. The state of human vulnerability under the pandemic has accelerated mental health from ‘risk’ to ‘critical risk’ in the workplace, particularly in an industry that is underpinned by high-risk operations.

Mental health is one of the biggest risks to the oil and gas industry today. The necessary response to this risk is a cohesive, customisable approach that is accessible for organisations to implement, as opposed to the more common experience, which sees a series of individual initiatives put into place in a reactive ad hoc approach.

Keywords: pandemic, COVID-19, human vulnerability, workplace mental health, mental health blueprint, leadership capability, stigma, culture change, workplace safety, mental illness, prevention, management, cost–benefit, improved performance, absenteeism, presenteeism, performance management, human reliability, psychological safety.

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