

Helpful tips for surviving change management

It's no secret that LRS is going through some major changes right now. Between restructures, the office re-location, and moving towards online lodgement there's a lot going on!

In uncertain times it is particularly important that we stick together. Your Union, CPSU NSW is here for you. We are continuing to meet with LRS Management monthly to raise your concerns. In addition, here are some tips for how we, as Union members, can take care of ourselves and our colleagues.

1. Don't Go It Alone

If you are called to a meeting with your boss, you are entitled to take a support person with you. This can be a friend, colleague, or Union person. They can help to keep the situation calm, act as a witness to what is discussed, and take notes for you so that you can focus on the discussion.

2. What's on the Agenda?

Some surprises are better than others. If there's a meeting, ask to know in advance what will be discussed and who will be there. You are entitled to notice, and if the suggested time doesn't work for you or your support person, you can ask for the meeting to be rescheduled.

3. Lock it in, Eddie

If you are asked to give a response or make a decision, don't feel pressured to give an answer on the spot. Ask for time to consider your options. Consult with a financial advisor, your Super company, your Union, or a trusted friend or family member before you commit to anything.

4. Get it in Writing

This one is fairly straightforward, but in the heat of the moment it can be overlooked. Putting the particulars of a proposal or offer on paper makes it clear what the intentions are, and makes it easier for you to seek advice. Don't just rely on a verbal agreement or a handshake deal.

5. Take Care of Yourself

As the saying goes, you can't pour from an empty cup. If you are feeling stressed, take advantage of the EAP services. They're free, and completely confidential. You can also contact Lifeline on 13 11 14, or speak to your GP.

Other ways to take care of yourself include:

- » Healthy diet
- » Regular exercise
- » Sleep
- » Work/Life balance
- » Manage stress
- » Health checks

6. Look Out for One Another

Everybody reacts to stressful situations differently, but some signs to look out for may include:

- » Uncharacteristic conflict with team members/manager
- » Increased errors or accidents
- » Tired all the time
- » Alcohol or drug abuse
- » History of mental illness



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- » Headaches
- » Uncharacteristic mood swings
- » Persistent musculoskeletal complaints
- » Reduced reaction times
- » Increased impulsive/risk taking behaviour
- » Erratic behaviour
- » Negative self-talk
- » Loss of interest in life
- » Speaking about suicide

If you notice that one of your colleagues may be struggling, ask if they are OK. Offer your support by listening to what they have to say. Remember that you are not a counsellor- it isn't your job to "fix" people. If needs be, refer them to professional help. Know your own limits, and debrief afterwards.

CPSU NSW is hoping to run *Safer Together Care and Resilience* lunch n learns in the coming months, so stay tuned for details of how you can put mental health strategies to work in your workplace soon.

7. Join the Union

We are stronger together.

