



Managing Stress

Stress is a commonly used word in modern life and each person copes with stress differently. What may motivate and stimulate one individual may bring about heightened anxiety and an eventual inability to cope in another.

Research commissioned by the HSC revealed that up to 5 million people in the UK feel very or extremely stressed by their work, costing British Industry around £3.7 billion per year.

It is essential then that potential and actual losses from ill health and work related stress are minimised.

Businesses can ensure this by having in place policies that underpin a sound management system for preventing, minimising and managing unacceptable levels of stress in the workplace.

The common perceived causes of stress that can affect work or are related to work are:

- Excessive workload and long working hours
- Conflict with manager or other employees
- Ill health or family ill health
- A perceived lack of support at home or at work
- Feeling undervalued
- Feeling overwhelmed by the skills required by their job. This is particularly common where employees have been promoted and have not necessarily had further training or support to manage this new role.
- Changes in the organisation or in their role

The development of a business culture that embraces optimal work/life balance for employees at all levels in the organisation takes time, effort and resources, but it is not impossible to create such a culture.

The HSE released their revised Stress Management Standards for the UK in November of last year, so now is the time to look forward and put in place a system that will reflect the core points of the Stress Management Standards: Work Demands, Work Role, Change, Support and Relationships and Control (over the way in which we do our work)

We can now offer your business bespoke training, workshops and advice on Stress Awareness, Stress Management and Sickness Absence Management that will help you to develop policies and procedures embracing those core points.

Our tutors are MIOSH RSP accredited and have a significant amount of experience, dealing with and managing these issues both in the public and private sectors and are thus able to understand from first hand experience, the pressures on businesses and individuals alike in today's fast paced work environments .

Sample Outline

Stress Management

A one day workshop aimed at Managers, Supervisors. HR Managers and Health and Safety Professionals

Learning Outcomes

This workshop is intended to provide the delegate with the basic tools for recognising and managing stress in the workplace. You will be able to:

- Explore the common causes of stress and its symptoms
- Explore the links between stress and its effect on performance
- Explore the links between stress and its effect on overall health
- Identify stressors
- Understand your legal duty of care and develop strategies to meet that duty of care