

Health and Safety *Bitesize*

Stress Management

Why do I need to manage stress at work?

It is a legal requirement to protect the **health, safety** and **welfare** of your employees, which includes protecting them from stress at work.

Work-related stress is the negative reaction people have to excessive or mismatched demands and pressures that challenge their ability to cope.

What happens if I don't do anything about stress?

Failure to identify and manage factors that could cause stress at work, can cause both mental and physical harm to employees and could result in:

- Lost time
- Loss of key personnel
- Reduced quality and quantity of output and productivity
- Less staff but same workload, resulting in rushing/cutting corners/increased potential for accidents.

Failure to manage work-related stress correctly could also increase the potential for **insurance claims** and **employment law tribunals**, while failure to comply with the law can also result in **criminal prosecution** and **fines**.

What do I need to do?

Employers need to have a **procedure** in place for **managing stress** in the workplace, that includes:

- Assessing the risk of stress, and its impact on mental and physical ill-health
- Putting in place adequate measures for managing stress and supporting employee's mental health
- Providing adequate training for employees and managers

What can we do to help?

Thomas Carroll provides a **Workplace Wellbeing Service**, that includes:

- Unlimited 24-hour counselling helpline
- 24-hour telephone critical incident response
- Access to online resources via a wellbeing portal
- Up to 8 counselling sessions per person
- Weekly online webinars
- Additional support for line managers

Our Workplace Wellbeing Service costs £7.95 per employee - per year

Thomas Carroll also provides the following **Stress and Mental Health training courses**:

- Mental Health Awareness
- Stress Essentials
- Managing Mental Health in the Workplace
- Stress and Mental Health Awareness for Managers

Prices start from £35.00 per delegate

For further information, please contact Kelly Ladd at kelly.ladd@thomas-carroll.co.uk or on 02920 853731.