

Managing Work-related Stress

The Management Standards Approach

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Why manage work related stress?

Legal

- Health and Safety at Work (NI) Order 1978
- Management of Health and Safety at Work Regulations (NI) 2000
- Health and Safety Executive (HSE) Management Standards

Moral

- Links between stress and pre existing medical conditions
- Poor coping strategies
- Duty of Care to staff

Financial/Business

- 17 million working days lost (2021/22 - work-related stress/anxiety/depression)
- 51% of all work related ill health cases
- Presenteeism - reduction in productivity (as high as 33%) that occurs when employees come to work but function at less than full capacity because of stress/ill health (HSE)



What are the Management Standards?

The management standards are a set of conditions that if managed correctly in organisations, can reflect high levels of health and wellbeing and organisational performance.



The Management Standards

- **Demands:** workload, deadlines, work scheduling, physical environment
- **Control:** decision authority, autonomy, interruptions
- **Support:** organisational, managerial, colleagues; practical and emotional
- **Relationships:** interpersonal conflict, bullying and harassment
- **Role:** ambiguity, conflict, image
- **Change:** new ways of working, new technology, change strategies, consultation and involvement

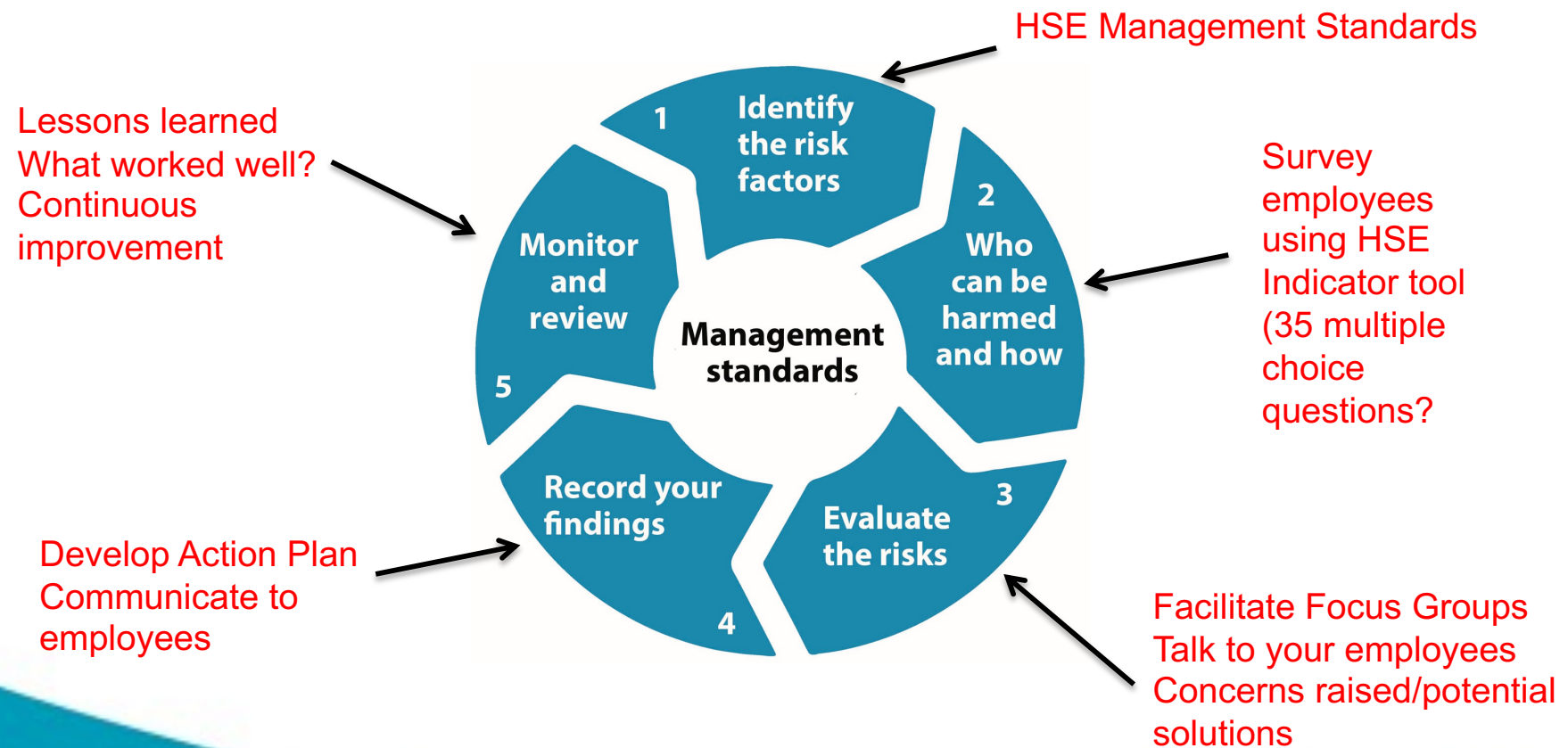


Why use the Management Standards?

- Deal with work related stress at an organisational level
- Focus on prevention
- Risk assessment approach
- Control risk at source (hierarchy of control)
- Promote active discussion
- Benchmark performance
- Recognised as best practice approach
- Free tool – simple and easy to use



The Risk Assessment Process



Benefits of using the HSE Management Standards Approach

- demonstrates good practice through a step by step risk assessment approach
- allows assessment of the current situation using surveys and other techniques
- promotes active discussion and working in partnership with employees to help decide on practical improvements that can be made
- Excellent Staff Engagement tool

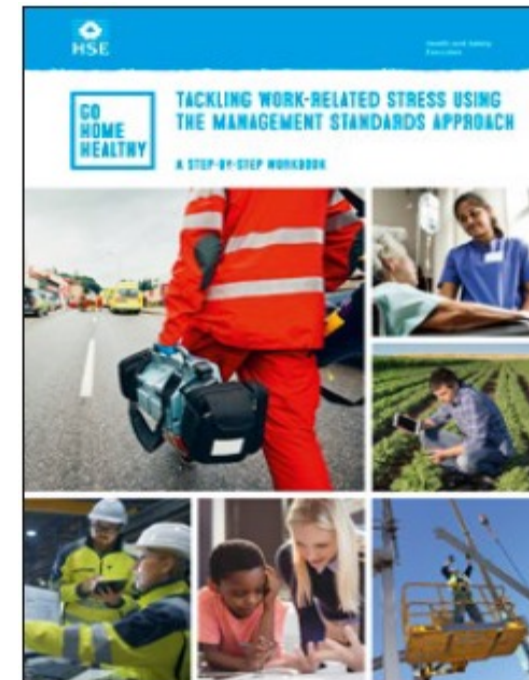


HSENI Approach:

- HSENI provide free advice, guidance and support
- Team of staff qualified in Stress Management Delivery
- Working in partnership
- Workshops
- Goal – eliminate work related stress



Guidance



Useful Links

<https://www.hseni.gov.uk/topic/mental-well-being-work>

Link to HSENI Mental Well-being Topic page

<https://www.hseni.gov.uk/publications/line-manager-competency-indicator-tool>

Link to Line Manager Competency Indicator Tool

https://www.hseni.gov.uk/publications/topic/mental-well-being-work-40?srch_topic=6090

Link to HSENI website tools and templates

Email us : stress@hseni.gov.uk

