



J. BENNETT & SON
INSURANCE BROKERS

How Stressed are your Staff?

According to the Health & Safety Executive's (HSE) 'Stress & Health at Work Study' in 2001/2

- Over 563,000 individuals in Britain believed they were experiencing work-related stress at a level that was making them ill.
- 20% of individuals think their job is very or extremely stressful.
- Estimated 13.5 million working days per year are lost due to work-related stress, depression or anxiety.
- Work-related stress costs society about £3.7 billion every year (at 1995/6 prices).

People suffering from stress are looking for recompense and in most instances this means claims against employers.

Stress related claims are increasing at an alarming rate, but effective risk management can minimise the likelihood of stress arising in your workforce

It's important that management are aware of the causes of stress in order to set up strategies to manage these situations. Management should be creating a supportive culture by being either accessible to discuss problems or being able to refer staff for some form of counselling or coaching help.

Employers must now recognise that stress-related problems do not indicate weakness or incompetence, but are possibly the result of increased workloads, working longer hours than necessary creating a work/life imbalance. When strategies are in place to deal with these issues, stress related claims can be reduced.

The HSE guide to managing stress is available from www.hse.gov.uk or HSE publications. Tel. 01787 881165.