



Stress Network Annual Seminar
Birmingham | 22-23 November 2014

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Health and Safety Issues

Issues Affecting of Members

- Stress
- Bullying and Harassment
- Violence at Work
- Sickness Absence
- Musculoskeletal Issues

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The UNISON National Campaign 2014



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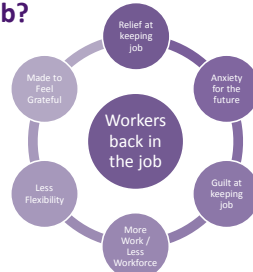
The UNISON National Campaign 2014

Why Cut Stress NOT Jobs?

- Restructuring
- Rationalisation Exercises
- Job Cuts
- Redundancies
- Negotiations

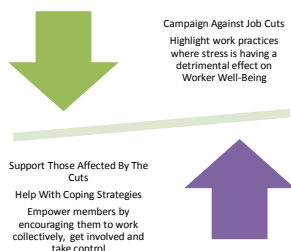
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What About Those Left in the Job?



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The UNISON Campaign Aim



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What can you do to get involved?

- Engage with employers to be consulted on **ANY** job cuts or re-structuring
- Encourage your employer to adopt a stress management strategy, conduct a stress audit* and where necessary conduct stress risk assessments

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Did I hear You Say “Stress Audit”?

Why not go straight into the RA's?

- **YES – you heard Audit!!**
- A stress audit is a “prelude” to the risk assessments – risk assessments should be conducted where there is a significant risk – how will you gather this information

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What are the indicators to “Stress”?

- Anecdotal
- Sickness absence data– remember these may say “stress” or even “anxiety” or “depression”
- An Audit of employees (or a representational sample of) stress levels to complete a questionnaire or indicator to stress survey (it is imperative that questioning used is non-leading!)
- Staff turnover rates
- Exit interviews
- Referrals to occupational health

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HSE’s Stress Indicator tool

- HSE research says there are 6 areas to look at when assessing the effects of stress:
 - Demands
 - Control
 - Support
 - Relationships
 - Role
 - Change

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How can this be used?

- The indicator questionnaire can be used to help tease out areas that could be sources of stress to employees.
- Once completed and areas of concern (and good practice!) highlighted, stress management action plans can be written and implemented.
- Follow up questionnaires can be conducted at a later date in order to show some level of improvement – hopefully! 😊

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What can you do?

- Engage with employers:
 - to ensure "Stress" is recognised as a Health and Safety Concern
 - a stress management strategy is adopted by the employer
- Engage with members:
 - To encourage them to report stress issues within their employment
 - Provide a support mechanism for those members dealing with stress in the workplace

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Thank you!

Any Questions?



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