

Managing Stress at Work

0.5 day course

Human
APPLICATIONS

Overview

The pressures of work are an increasing problem for organisations. Limited resources need to be targeted effectively in dealing with the problems that can arise from stress. It is a legal responsibility for organisations to identify, assess and reduce risks that may give rise to stress-related ill-health. The aim of this course is to raise awareness of the implications for line managers required to manage the risk of stress at work.

The demands of day to day job requirements often mean that stressors are ignored. Individuals cope very differently and it is important that managers identify and acknowledge the potential stressors and the effectiveness of the coping mechanisms employed.

The course is based around the requirements of the HSE Management Standards and their translation into good management practice. Awareness of the requirements of the Management Standards will allow for more effective contribution towards stress risk assessments, when required.

Within this session there are a number of areas that are covered in relation to stress at work, these include the legal requirements, how to identify symptoms of stress, how to reduce the potential hazards through job design and developing policy and procedures, etc.

The duration of the session is 3 hours.

Aims

- To provide an overview of the legal responsibilities associated with stress at work
- To provide an awareness of the HSE's requirements for managing stress at work
- To provide practical advice on good management practice
- To help managers identify signs of stress and provide appropriate support

Learning objectives

After the session the delegates will be able to:

- Understand the legal framework behind stress at work
- Identify good management practice and weaknesses in existing systems and styles
- Identify potential stressors at work
- Understand how to identify signs of stress and offer support and advice

Prerequisites

None.

Who should attend?

Line Managers who are responsible for employees who may be at risk of stress at work.

Outline of the session - tailored for local requirements

- What is stress & well-being?
- Legal requirements
- Extent of the problem
- Cost of stress at work
- The HSE's Management Standards
- Good management practice
- Identification of potential stressors
- Signs of stress
- Reducing the risks
- Providing support
- Policies and procedures
- Individual action plan

Contact Details: For further information about training and our support consultancy services in Ergonomics, Health & Safety & Business Risk Management, contact Nigel Heaton - Director of HA. Tel: 01509 211866 or email enquiries@humanapps.co.uk or visit our website at www.humanapps.co.uk

