

# **Challenges for healthcare Profession : work related stress**

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# What we know about the Current Situation



- The Current climate offers some challenges and unique opportunities for the management of work related stress in the health care
- Changes to the way people work are having implications on your role as nurse practitioners on how you tackle traditional issues at work.

# UK Statistics 2013 -14

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- The occupations that reported the highest rates of total cases of work-related stress, depression or anxiety (three-year average) were health professionals (in particular nurses)
- The total number of cases of work-related stress, depression or anxiety in 2013/14 was 487 000 (39%) out of a total of 1 241 000 cases for all work-related illnesses.
- The number of new cases of work-related stress, depression or anxiety in 2013/14 was 244 000.

# HSE National Intervention Programme

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- HSE management standards approach to assessing and managing work related stress which may lead to reducing mental health issues and WRS .
- HSE provides guidance, instructions & tools all of which are free of charge.

# Management Standards

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Cover the primary sources of stress at work:

- **Demands** – eg work patterns and the work environment
- **Control** – eg how much say the person has in the way they do their work
- **Support** – eg the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships** – eg promoting positive work to avoid conflict and dealing with unacceptable behaviour
- **Role** – eg understanding role and avoiding role conflict
- **Change** – eg management and communication of organisational change

# Management Standards

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The Standards and supporting processes are designed to:

- Help simplify risk assessment for stress;
- Encourage employers, employees and their representatives to work in partnership to address work related stress throughout their organisation;
- Provide the yardstick by which organisations can gauge their performance in tackling the key causes of stress



# Communicate and Inform



- Encourage health care to focus on proactive efforts on Mental Health promotion and wellbeing and tackling work related stress
- Help healthcare to better understand how they can help employees deal with the anxiety of current and future job changes
- As union and nurse practitioners you need to be involved in the planning and support of colleagues with mental health and work related stress .

# Communicate and Inform



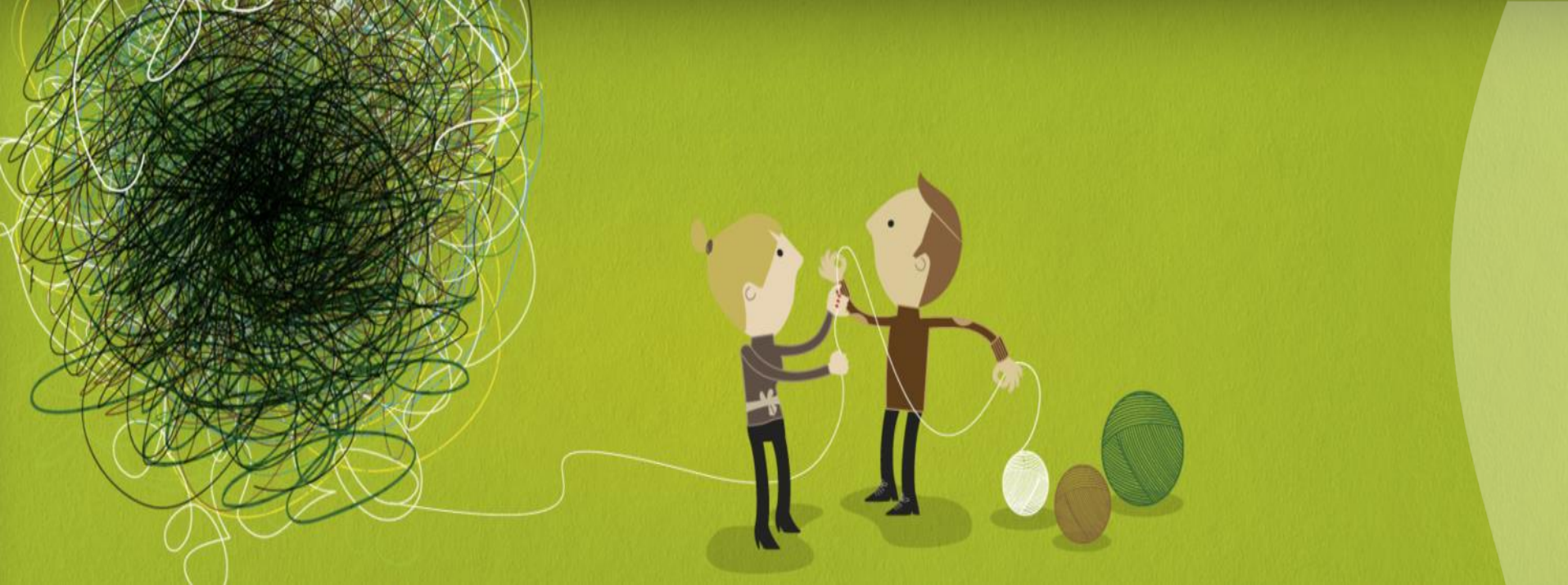
- Activities need to be aimed at raising awareness, changing attitudes and behaviours to wellbeing and mental health amongst managers and staff.
- We need to get the message out that workers need to be looked after now if they are to be effective later.

# What do we need to consider over the next couple of years

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- You will need to use a variety of interventions and activities aimed at raising awareness, changing attitudes and behaviours to wellbeing and mental health and work related stress within healthcare .
- Doing nothing is not an option
- Use EUOSHA psychosocial risk campaign material in your hospitals



# Healthy Workplaces Psychosocial Campaign 2014-15



Safety and health at work is everyone's concern. It's good for you. It's good for business.

# Finally

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Look after your self  
and practice what  
you preach