

Challenges for healthcare Profession : work related stress

**Peter J Kelly
HSE**





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

- 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



- 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

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

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

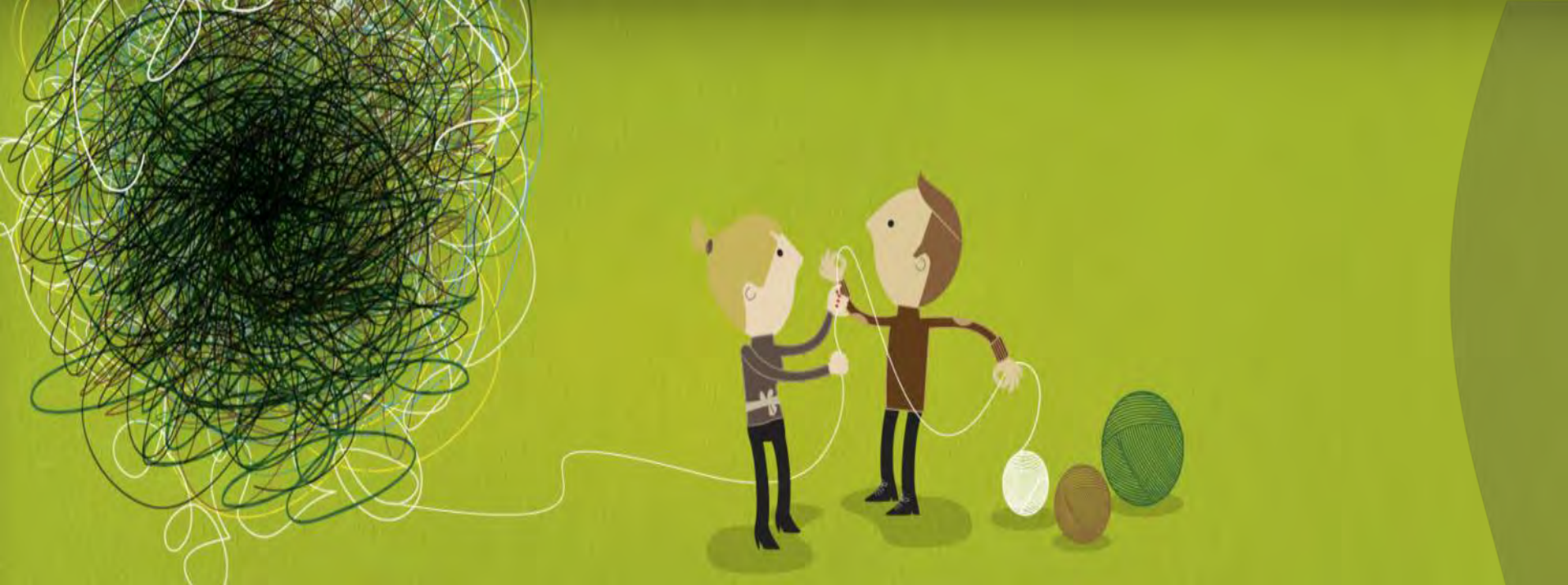


- Activities need to be aimed at raising awareness, changing attitudes and behaviours to wellbeing and mental health amongst managers and staff.
- We need to get the message out that workers need to be looked after now if they are to be effective later.

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



- 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



Look after your self
and practice what
you preach