

# Product Specification: MSW

## Manage Stress in the Workplace

### Overview

Stress has been recognised by the HSE and many others as one of the biggest single causes of work-related sickness absence. Its causes are multiple and, although non-work activities are undoubtedly important, there is a widespread belief that work factors can make a major contribution in some instances.

Reduction at source is the best approach to any work-related risk to health - and stress is no different. Although non-work factors can undoubtedly play a role it is important for employers to recognise the part that work can play and to appreciate what they can do to reduce or remove that part.

This course will briefly outline what we understand by stress; what factors at work (and outside) can contribute to it; and what the potential consequences are for the individual or an employer.

The presentation will then focus upon what is considered to be an appropriate course of action for employers, with primary prevention (prevention at source) coupled with both secondary and tertiary measures. This will reflect what is currently recognised as best practice.



### Learning Outcomes

- Have a better understanding of what is meant by the term stress;
- Be aware of the potential role for work factors and have an appreciation of what those factors are;
- Know how to approach the process of risk assessment in the context of stress;
- Understand how to go about addressing stress problems in the workplace;
- Have an appreciation of how best to deal with any individual employee suffering from stress at work.

### Symposium Training Contact Details

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# Sample Programme

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09.30 – 09.45	Introduction and welcome
09.45 – 10.15	What is stress? Definitions and theories.
10.15 – 11.00	Common causes of stress in the workplace
11.00 – 11.15	Coffee
11.15 – 12.15	Effects/Impact of stress on the individual and the employer.
12.15 – 12.45	Stress at work: the risk assessment approach
12.30 – 13.30	Lunch
13.30 – 14.15	Risk assessment – interpreting the outcome
14.15 – 14.45	Risk reduction <ul style="list-style-type: none"><li>• Reducing risk at source</li><li>• Helping the individual cope</li></ul>
14.45 – 15.00	Tea
15.00 – 15.45	Managing the individual suffering from stress
15.45 – 16.00	Any questions?

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