



Supporting Workplace Mental Health

Shared Regulatory Service is supporting the Health and Safety Executive (HSE) **Working Minds campaign** to encourage good mental health in all workplaces.

Employers have a legal and moral duty to protect employees from stress in the workplace and to protect any individuals or groups who may be particularly vulnerable or at risk. Effectively managing workplace stress will not only help reduce sickness absence rates, but will also boost staff morale, reduce staff turnover and improve business resilience.

All employers must conduct a suitable and sufficient assessment of risks to the health and safety of their employees whilst at work. Where a risk is identified, steps must be taken to remove it or reduce it as far as reasonably practicable. If you have five or more employees, you are required by law to record the significant findings of your risk assessment.

Enforcement action may be taken where it can be shown that organisational stress has either not been adequately risk assessed or the findings of a risk assessment have been ignored.

Identifying Stress within a Team

- Increased sickness absence
- Higher staff turnover
- More arguments; less co-operation
- Decreased performance
- Increase in complaints
- Increased accidents & incidents

Identifying Stress in Individuals

- Increased time spent off work
- Regularly arriving late for work
- Uncharacteristic behaviours
- Becoming quiet and withdrawn
- Loss of motivation & concentration
- Poor decision making

Useful Resources

A step by step workbook by HSE. Tackling work related stress using the Management Standards approach: <https://www.hse.gov.uk/pubns/wbk01.pdf>

Complete or update your stress risk assessment using the HSE template and example risk assessments: <https://www.hse.gov.uk/stress/risk-assessment.htm>

Download the HSE stress talking toolkit www.hse.gov.uk/stress/talking-toolkit.htm

Access the stress indicator tool: <https://books.hse.gov.uk/Stress-Indicator-Tool>

HSE Working Minds Campaign www.workright.campaign.gov.uk/campaigns/working-minds/

Healthy Working Wales: <https://phw.nhs.wales/services-and-teams/healthy-working-wales/>

The Mental Health at Work advice portal: <https://www.mentalhealthatwork.org.uk>

