

Staunton and Associates Ltd



Protect your employee investment by managing work related stress

Staunton and Associates Limited offer stress management consultancy to organisations.

We help our clients to understand the causes and consequences of work related stress, and we work with them to develop, implement and run stress management programmes appropriate to their business.

Managing Work Related Stress

There are sound **legal**, **moral** and **financial** reasons for addressing the issue of work related stress.

Legal

The legal position, under the Health and Safety at Work Act 1974, is that "Every employer has a duty to ensure as far as practicable the health and safety of his or her employee",

and that ...

"Ill health resulting from stress caused at work has to be treated the same as any other health hazard and should be borne in mind when assessing possible health risks in the workplace".

We assist organisations to meet their legal obligations and HSE guidelines on Management Standards for Stress in the Workplace.

Moral

It should go without saying that employers would strive to achieve the goals of the organisation without compromising the mental and physical wellbeing of their employees.

Financial

The negative effects of unnecessary stress levels in an organisation can be minimised.

They may include high levels of absenteeism, accidents, poor decision making, loss of creativity, low performance, high attrition rates and long term serious physical or psychological illness with stress as a major contributing factor.

How we can help

Staunton and Associates Limited help you to

- establish whether in fact there are significant stress related problems in your organisation;
- identify the causes;
- quantify causes and effects;
- find ways of improving the situation that are acceptable to all parties;

.... and provide solutions to address the key issues.



Ken Staunton, Director

Stress Audits and Risk Assessments

A stress audit is a snapshot in time. It will tell you the extent to which groups of employees are experiencing stress in their workplace.

A stress risk assessment will take you further. It associates levels of stress with potential harm, and it gives the employer a basis for prioritising actions to address stress issues – focussing on those which are

- most important
- capable of improvement, given the resources available

We specialise in facilitating stress audits and stress risk assessments. Using carefully selected web-based or paper based questionnaires we provide a confidential, reliable, professional external service that includes

- Consultancy, including creating the draft business case for the Audit / Assessment, and guidance on setting up a suitable steering group
- Planning and guiding the project from start to finish
- Questionnaire design – tailored to your business
- Analysis and interpretation of the results of the survey
- Feedback as appropriate to various levels in the organisation
- Consultancy in relation to the actions (interventions) you may take to address stress issues

Stress Policy

Each organisation should have, as part of its overall health and safety policy, a stress policy. These involve everyone, and it is important that they are carefully drafted, clearly understood and fully implemented.

Training

We provide

- e-Learning for Stress Management
- in-house classes,
- multi-company seminars.

A typical in-house management training day would cover such topics as

- What stress is, and how it affects us
- Common causes of stress
- Recognising stress in oneself and in others
- The economic effects of stress
- Practical approaches to relaxation
- Management actions and responsibilities
- The legal position
- Stress risk assessment
- The business case for a stress management programme
- Stress policy

Staunton and Associates Ltd.
Hazards House, Fairfield Rd.,
Shawford, Winchester, Hants
S021 2DA
Tel: 01962 715978

staunton@staunton-assoc.co.uk

www.staunton-assoc.co.uk