

Work Related Stress

We all experience pressure on a daily basis and need it to motivate us to perform at our best. However when we experience too much pressure without the opportunity to recover we start to experience stress. Stress is “the adverse reaction a person has to excessive pressure or other types of demands placed upon them”.

Work Related Stress (WRS) is stress caused or made worse by work. It refers to when an employee perceives the work environment in such a way that their reaction involves feelings of an inability to cope. Stress is not a medical condition, but chronic stress is a recognised risk factor for some medical conditions.

Perceived work place stress can only be addressed in the workplace. Early line management engagement with employees reporting WRS is more likely to have a positive outcome.

The Safety, Health and Welfare at Work Act 2005, requires employers to put in place systems of work which protect employees from psychosocial hazards which could lead to mental or physical ill-health. Psychosocial hazards should be identified through risk assessment and control measures put in place for all identified hazards.

What are the main stressors assessed in a psychosocial risk assessment?

Six key areas (or risk factors) of work design have been identified as potential causes of work related stress if they are not properly managed ([What are the Management Standards? - Stress - HSE](#)).

<i>Demands</i>	Demands of your job (work load/work patterns/work environment)
<i>Controls</i>	How much control you have over your work
<i>Supports</i>	Supports you receive from managers and colleagues.
<i>Relationships</i>	Relationships at work.
<i>Role</i>	Does the employee understand their role within the organisation.
<i>Change</i>	How change (large or small) is managed and communicated

As a manager what should I do if an employee informs me they have work related stress?

1. Meet with the employee, or talk to them on the phone if a meeting is not possible.
2. Complete a Stress Risk Assessment – [Workplace-Stress-Risk-Assessment](#) Note Covid 2 metre guidance no longer applicable in risk assessment.
3. Agree, implement and monitor appropriate workplace control measures which may resolve situation.

Employee resources: Note employee can access the following services without attending Occupational Health.

- Staff Counselling- staffcounsellor@beaumont.ie
- Inspire Counselling Service - 1800 817 433
- Inspire Hub – inspiresupporthub.org
- Wellbeing Building Blocks (BORIS) Educational Opportunities/ Wellness in your own time/Wellness Building Blocks
- GP if there is an ongoing health problem.

Manager Resources:

Managers may also seek guidance/support from their own senior manager or Human Resource Relationship Manager as to how to proceed in some challenging situations.

Occupational Health

If you require Occupational Health advice on an employee with WRS please use [management referral process and include the stress risk assessment.](#)

Additional Information:

HSE Policy for Prevention and Management of Stress in the Workplace 2018 ([Policy for prevention and management of stress in the workplace 2018](#) (Q-Pulse HR-GENHR-POL-2)

Work-related Stress a Guide for Employers – Health & Safety Authority 2022 ([Work Related Stress A Guide for Employers](#))