

# What is Work-related Stress, the causes of it and how does it affect people in their work?

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For more information visit [www.hse.gov.uk/stress](http://www.hse.gov.uk/stress)

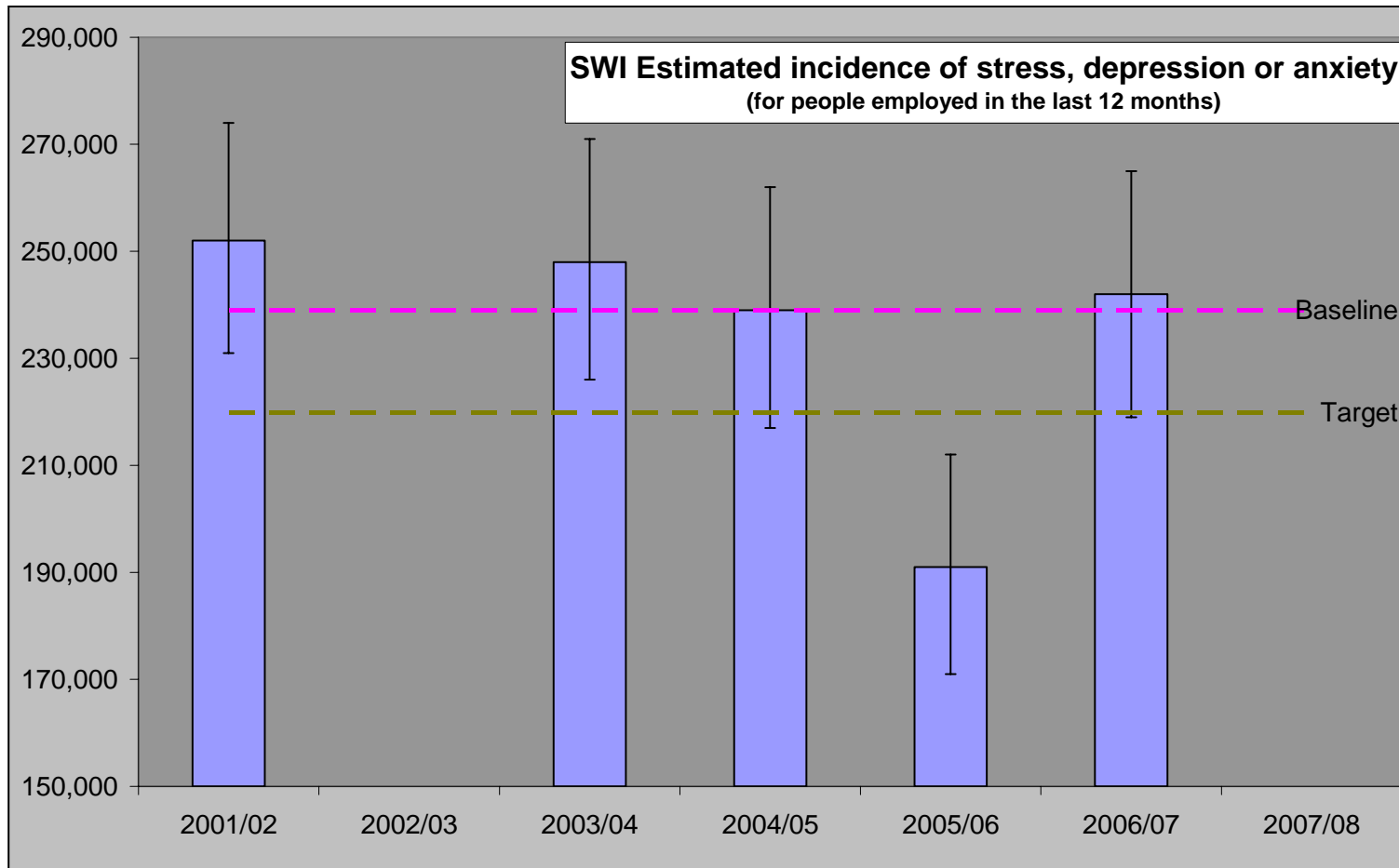
# Work-related stress

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Plan for this session:

- Data
- A model of work-related stress
- Interventions to tackle work-related stress
- Q&A

# Labour Force Survey



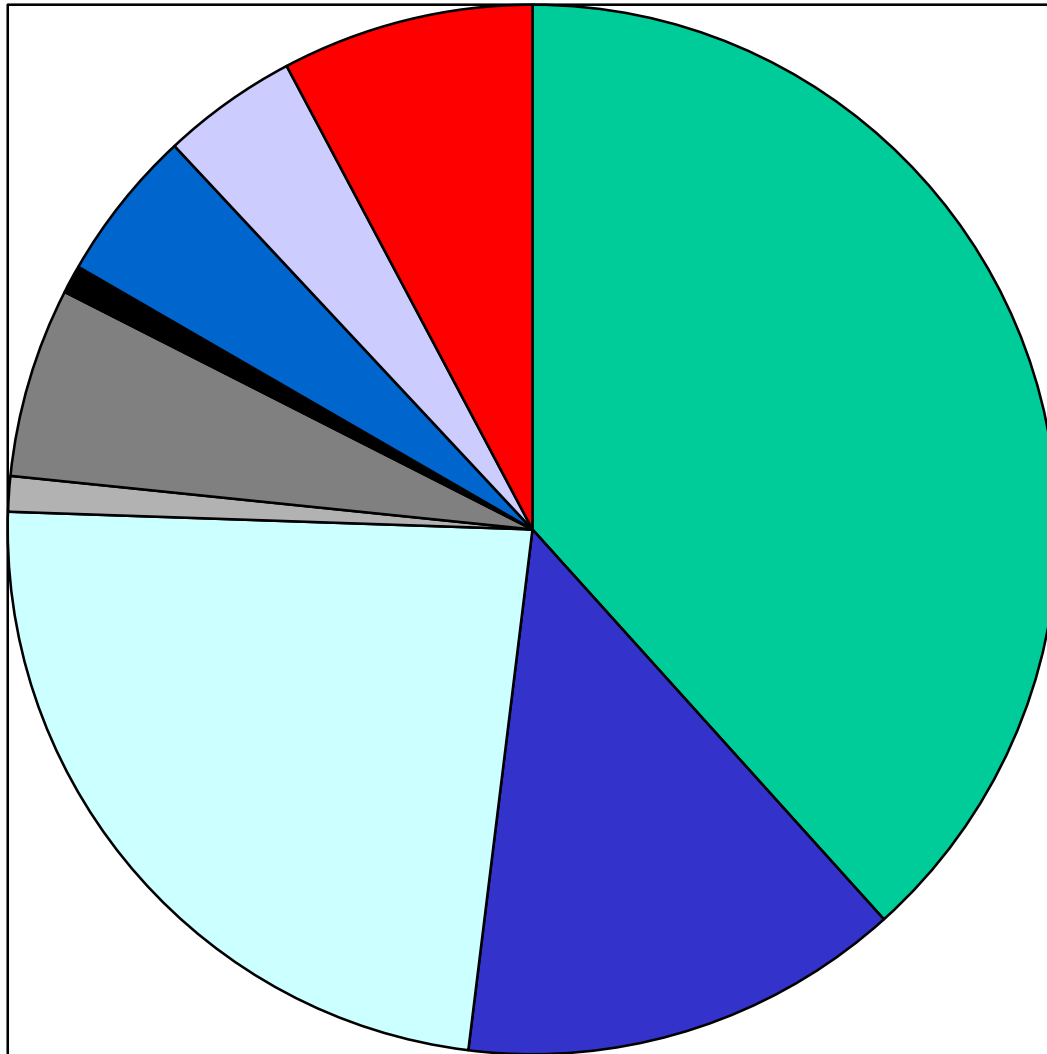
# Labour Force Survey



Self-reported work-related stress, depression & anxiety	All industry sectors	Health & Social work sector
Prevalence	350,000	49,000
Prevalence rate per 100 workers	1.2	1.36
Incidence	191,000	28,000
Incidence rate per 100 workers	0.66	0.77
Days lost	10.5 million	1.5 million
Average days lost per worker	0.45	0.56

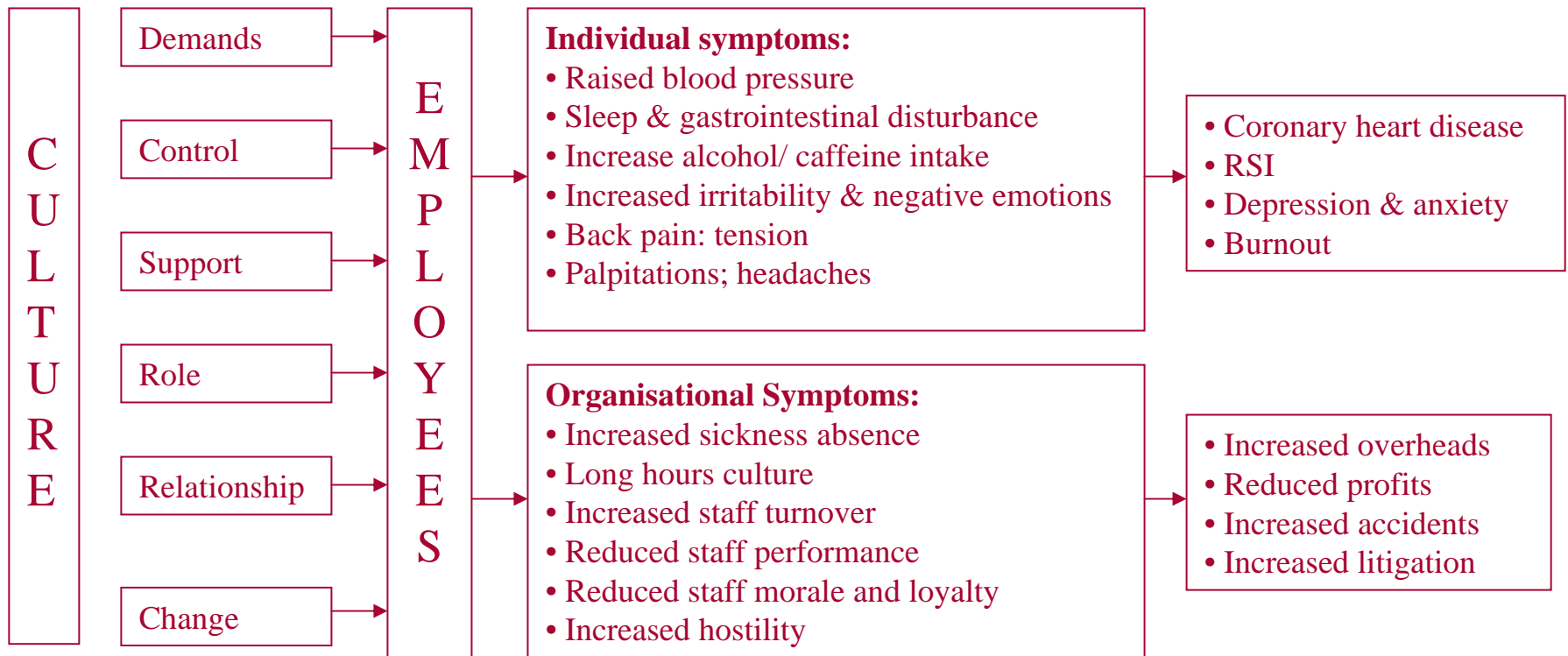
# THOR GP Data (July 05 – December 07)

## Mental ill-health events: n=1451



- Job Factors (38.7%)
- Change (13.9%)
- Relationships (24.2%)
- Inequality (0.2%)
- Personal Devel't (5.9%)
- Physical Environ't (0.7%)
- Traumatic events (5.2%)
- Home-work Int. (3.5%)
- Other (7.7%)

# Model of work stress



# Whitehall II (Candola et al, 2008)

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**Aim:** To determine the biological and behavioural factors linking work stress with coronary heart disease (CHD)

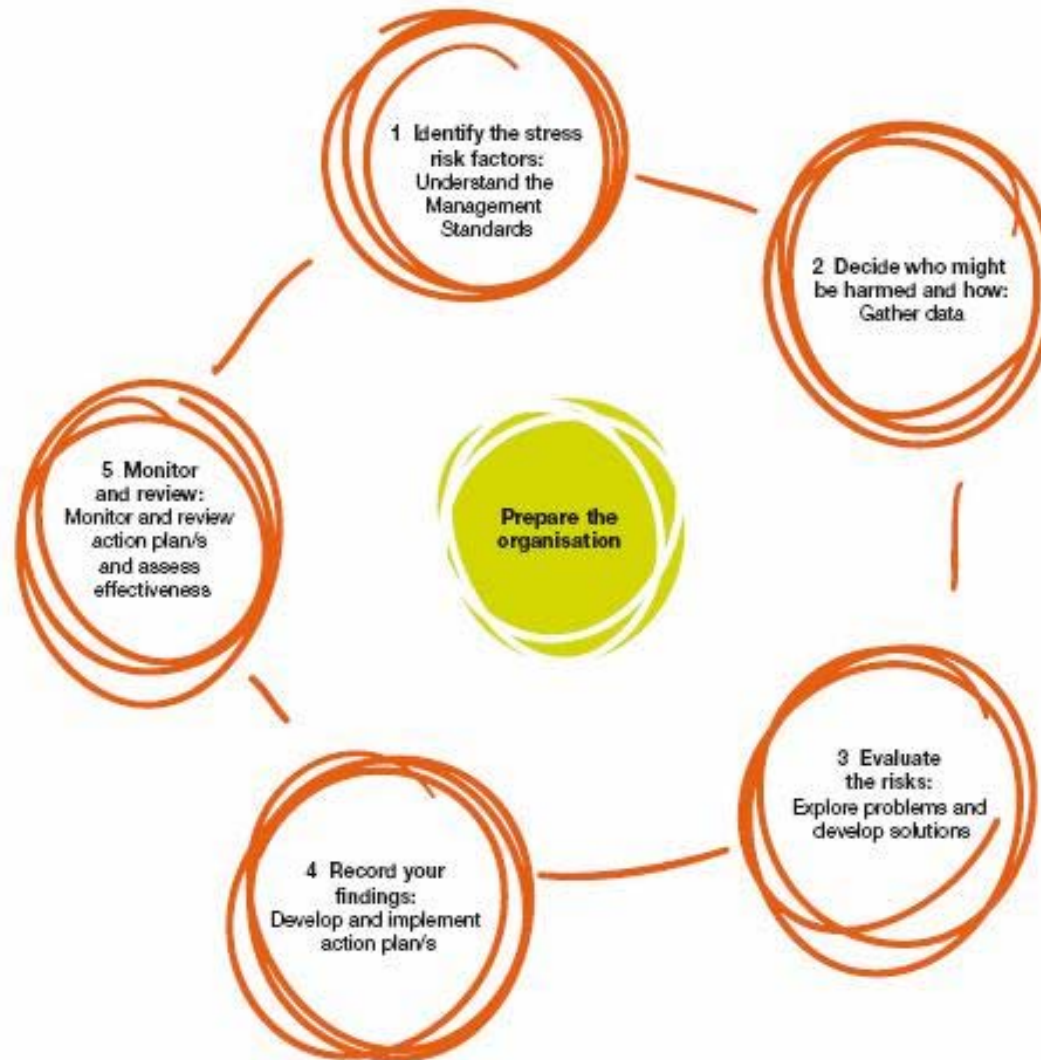
**Sample:** 10,308 London based male and female civil servants

**Conclusions:** Work stress may be an important determinant of CHD among working-age populations, which is mediated through indirect effects on health behaviours and effects on neuroendocrine pathways.

# The Management Standards Approach



HSG218 (2007)



# Interventions: what is being changed?

## Primary prevention

Social change →

Organizational change →

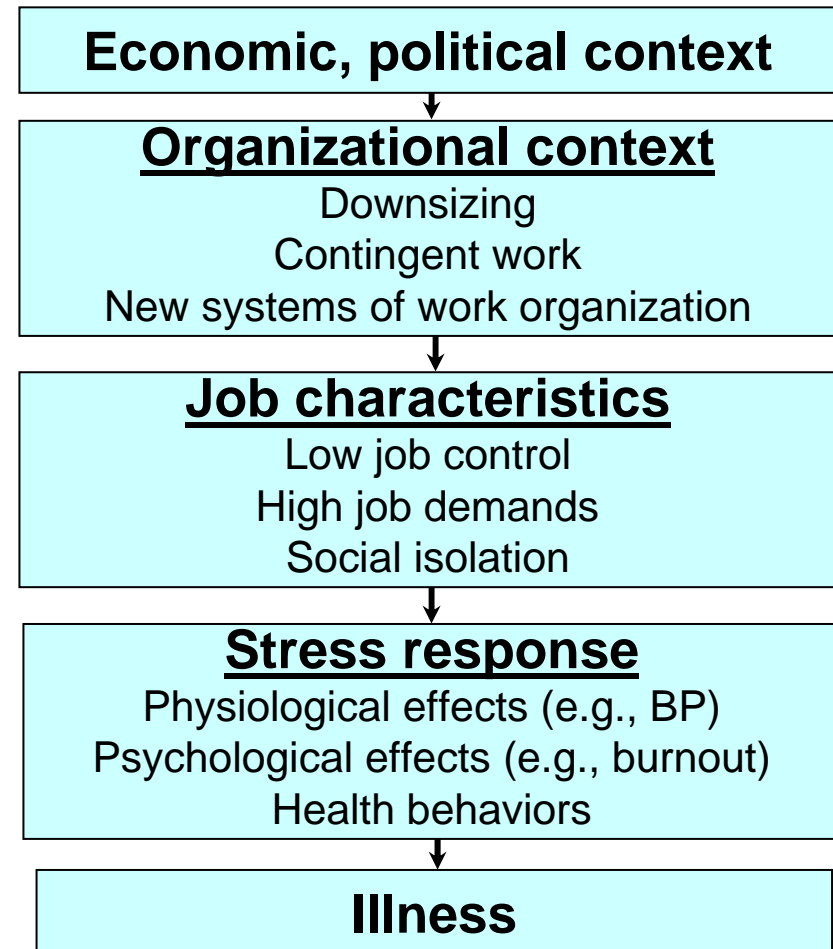
Job redesign →

## Secondary prevention

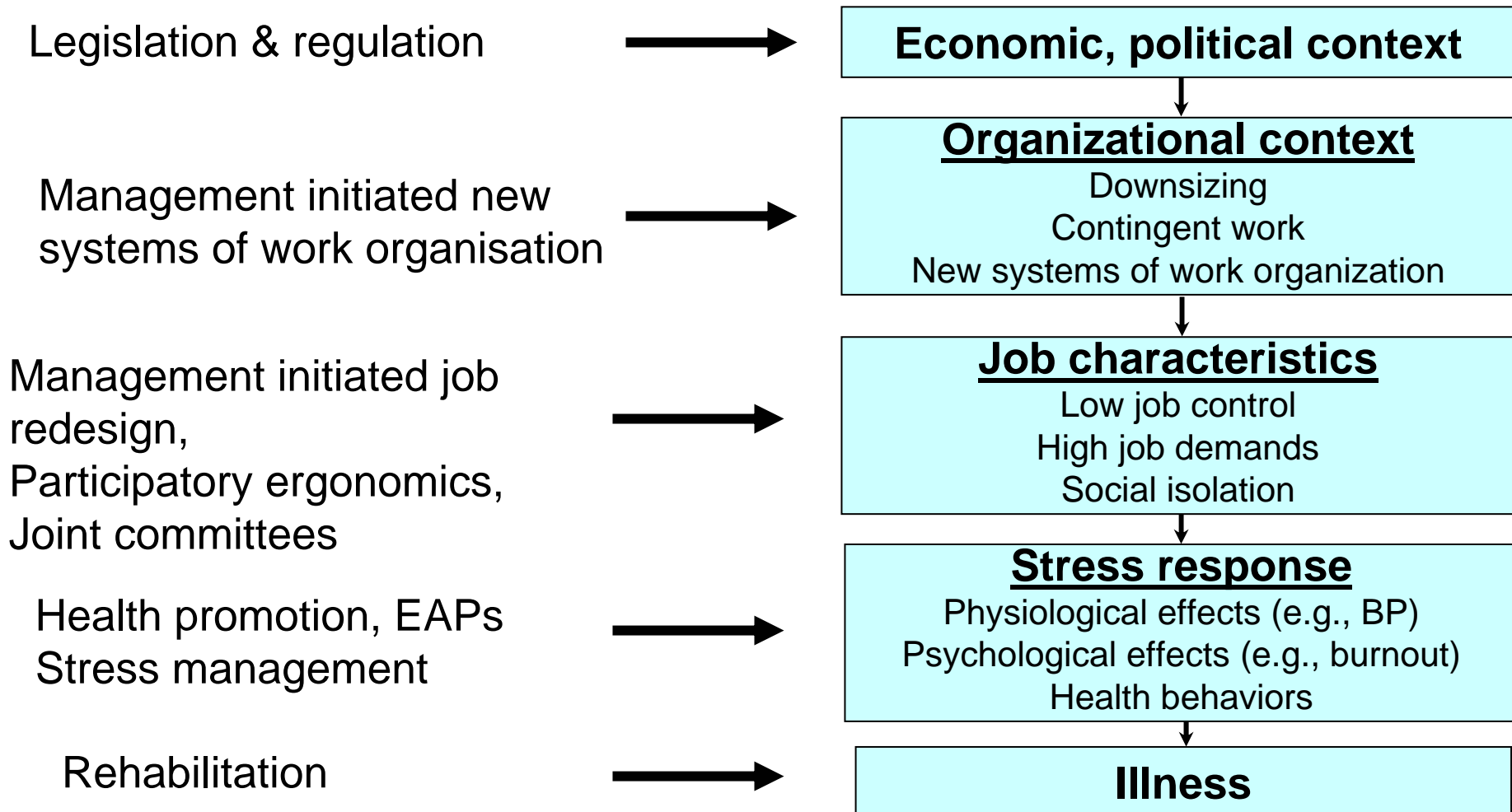
Individual coping →

## Tertiary prevention

Individual rehab →



# How do we go about changing it?



# Summary

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- Data suggests that the management of work-related stress remains a challenge
- HSE will continue to work with others to promote the use of the Management Standards approach
- Future focus will be on a more holistic approach to the issue of health at work