

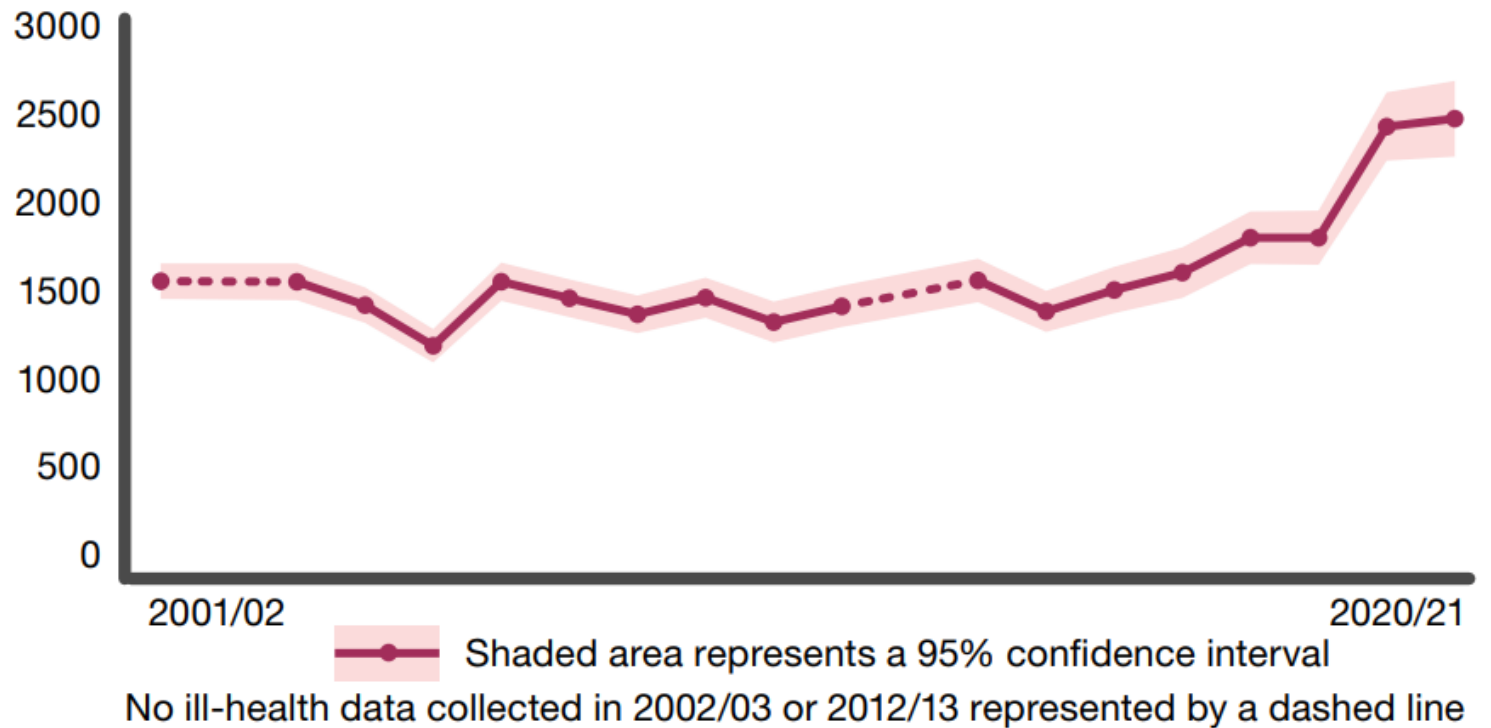


# **Work-related stress & the union approach**

Shelly Asquith

# What the stats say

Stress, depression or anxiety per 100,000 workers:  
new and long-standing



Data: HSE

## Stress

*'The adverse reaction people have to excessive pressure or other types of demand placed on them.'*

- HSE

## Mental health as a disability

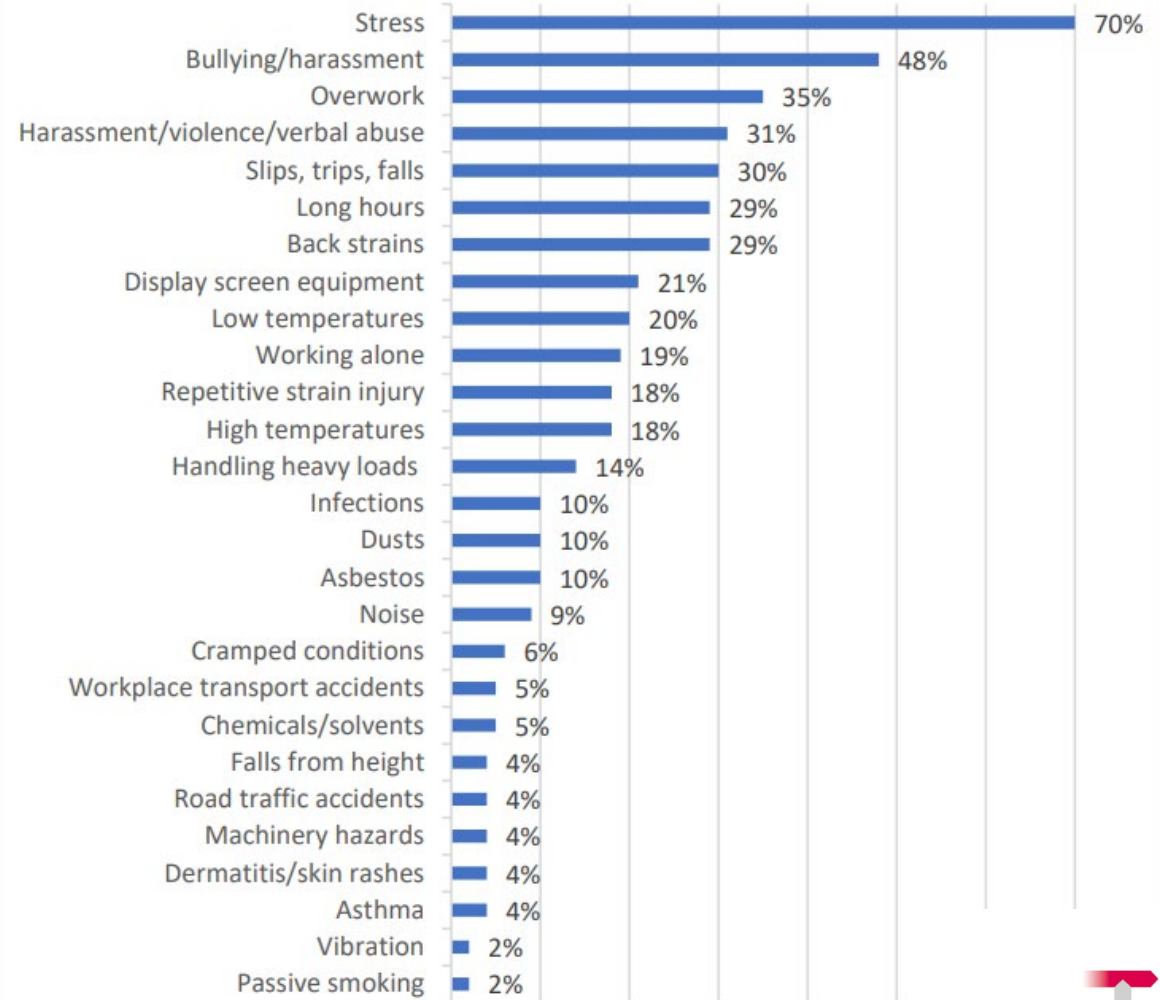
*'long-term effect on your normal day-to-day activity'*

- Equality Act


# What our reps say

---

Percentage reps citing hazards as top five concerns



# Stress as risk

- Hazards cause stress, stress causes hazards.
  - Can lead to anxiety, depression, sleeplessness and suicide.
  - Physical effects of appetite loss, nausea, heart damage, stroke.
  - Stressed workers make more mistakes, experience more accidents and injuries.
  - It's preventable.
- 

# Do we need to be more 'resilient'?

---

**Short answer: No!**



**STRESS MANAGEMENT & FOSTERING RESILIENCE**

- Causes
- Symptoms
- Techniques
- Stress Skills
- Management Plans

driven  
hellodriven.com



# Stress is a safety issue

- Rejecting 'resilience'
- Prevention not reaction
- It's not about the individual
- We need a collective approach

---

“It is not acceptable for staff to be required to be more ‘resilient’ - services such as occupational health need to be put in place who, with trade union representatives, can contribute to coordinated workplace health and wellbeing programmes.”

- Nick Pahl, CEO of Society of Occupational Medicine



# What are we organising for?

---

- Abiding by the law: Health & Safety At Work Act
- Using risk assessments
- Monitoring and enforcement
- HSE's Stress Management Standards
- ...What else?



# Action we can take?

- Use your safety rep rights
- Model member surveys, risk assessments
- Reports to regulator
- TUC courses and training
- Collective action
- ...What else?

# New TUC Education course



## TUC Mental Health from Resilience to Resistance Course\_England(Online)

by Trades Union Congress

543 followers [Follow](#)

Free

[Register](#)

This course is designed to look at what unions in the workplace can do to organise around work related stress and mental health issues.

Date and time

Wed, 8 Jun 2022, 09:30 -  
Wed, 22 Jun 2022, 16:30 BST

# Health & Safety News on Whatsapp

---

- Latest events, resources, announcements, campaigns from TUC
- All health, safety and welfare
- Low traffic: alerts no more than once a week

