

# Stress at Work – Tackling Stress

## What CSP Safety Reps Can Do

Raising the profile of stress with both members and management are important first steps.

1. Carry out a questionnaire survey of members or talk to members to identify the specific work related causes which they consider important and to see if they have any ideas for solutions;
2. If the employer has a policy on stress at work, ask for regular updates on the way the policy is being implemented;
3. Safety reps have wide-ranging rights under the Safety Representatives and Safety Committee Regulations. You should use these rights to investigate and take up problems of work-related stress. For example, accessing details of sickness absence records to see if a particular area or department has higher or lower rates of absence;
4. Raise members' awareness of workplace stress as a health and safety issue. Circulate information on stress. You may find the series of 6 CSP Stress Advice Sheets useful, each advice sheet covers a particular aspect or cause of stress as previously identified by members and available on the CSP website [www.csp.org.uk](http://www.csp.org.uk)
5. Encourage members to discuss stress openly at meetings;
6. Let members see that the CSP believes that stress is not an individual problem but a workplace issue that can be dealt with collectively;
7. Make sure that individual members know how to contact you if they have a particular problem, which is causing them stress. Try to listen to the member without judgement as this in itself could assist them to feel better about a stressful and emotional situation;
8. Use your employer's grievance procedure and /or other appropriate procedures to help individual members who are suffering as a result of stress;
9. Seek advice and assistance from your Senior Negotiating Officer or Regional Safety Rep/Steward whenever necessary;
10. If the causes of stress also affect staff other than your members, liaise with their union representatives about joining forces to get the employer to address the problem. Consider raising the topic for discussion at the Trust's health and safety committee.