

Managing Employee Stress

A top ten

\$543 million











is paid in workers' compensation for work-related mental health conditions annually*

20 times more sick days

per month taken by workers with severe depression*

We know that there is no such thing as a healthy level of stress. The right amounts of pressure are beneficial to help us be engaged with work and productive – but when this pressure becomes too much it can turn to stress which is harmful to mental, physical and emotional health, and can have serious impacts on your employees and your business.

Here's a practical 'top ten' for how you can address this important issue.

-  **Conduct a psychosocial risk profiling exercise** in your workplace for factors that are causing stress and anxiety using a validated approach such as Aon's **Psychosocial Risk Management Program**
-  If you have rolled out a **Health Risk Assessment**, take a closer look at the data to see what areas of employees' lives are **causing stress and negatively impacting their emotional wellbeing**. Use this to take a rounded view of any support and interventions offered
-  Use the results of your psychosocial risk profiling exercise to **identify hot spots and take proactive action** on issues that cause work-related stress such as how change is managed, making sure people are clear about their roles and what is expected of them, and foster positive working relationships, including swiftly addressing unacceptable behaviour such as bullying
-  **Train your line managers** to recognise the signs of stress in their teams, and equip them with the **skill and confidence to intervene** where appropriate
-  Some stressors are unavoidable, so **provide your employees with resilience training** to help them to cope with pressures and bounce back from setbacks
-  **Teach employees techniques** to look after their mental health such as mindfulness or meditation. Recognising that we're all different, offering a range of initiatives is most effective
-  Make sure you have the right benefits and services in place to support employees if and when stress becomes a big problem for them; **Private Medical Insurance, Employee Assistance Programs, and Occupational Health** can all help
-  **Communicate clearly** what benefits and services are on offer, how they benefit the employee, and how employees can access them. Benefits can be complex, so it's best to **avoid jargon** and use varied formats such as email, posters and video
-  **Encourage employees to seek help early on**, be that through an Employee Assistance Program, Private Medical Insurance, a Mental Health First Aider, or the employee's line manager
-  **Use storytelling** to create an open culture around mental health, a powerful way to **start normalising mental health and tackling the stigma**

*Source: <https://www.safeworkaustralia.gov.au/topic/mental-health>

- ◆ **Aon works with businesses to manage the health risk of their employees, including targeted strategies to support mental health in the workplace. Please get in touch if you'd like to learn more.**

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