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SafeWork SA

Preventing Work-Related Stress

Who, How and Why

Presentation by

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SESSION OUTCOMES

By the end of this session you should.....

- Understand who can be affected by stress
- Know how identify harmful stress
- See when environment impacts on employee capability
- Comprehend why change is beneficial
- Know where to seek further information

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WHAT IS WORK-RELATED STRESS

- "the reaction people may have when presented with **work demands and pressures** that are **not matched to their knowledge and abilities** and which **challenge their ability to cope.**"

- "stress occurs in a wide range of **work circumstances** but is often **made worse** when employees feel they have **little support** from supervisors and colleagues and where they have **little control** over work or how they can cope with its **demands and pressures**."

World Health Organisation

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STRESS IS A HAZARD

Identify

Assess

Control

Review

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WHO IS AT RISK

Apple Pickers

through to

Zumba Instructors

And anyone in between

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COST OF STRESS IS NOT JUST CLAIMS

- Sick leave
- Staff turnover
- Other staff having to cover absence
- Injuries
- Retraining
- Increased workload for others in team
- Reputation risk

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WORKPLACE STRESSORS

- Increased workload
- Inadequate training & resources
- Changing deadlines
- Micro-management
- Extreme climate
- Continuous change
- No sense of ‘belonging’

Keep safety at
the heart of
your workplace

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SIGNS AND SYMPTOMS

Physical health

Psychological health

Behavioural

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WHY MANAGE STRESS

- Healthier working environment
- Increased respect and trust between management & employees
- Employee morale increased
- Reduction of injuries

VICTORIA
VB
BITTER
Don't leave
safety to chance
SITA
Environmental
Solutions
Safe Work
Australia Week
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CONCLUSION

A safe working environment is a legislative requirement

Effective work environment stress management benefits everyone

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FURTHER INFORMATION

For South Australian OHS information

www.safework.sa.gov.au

Other jurisdictions with work-related stress information

www.worksafe.vic.gov.au

www.workcover.nsw.gov.au