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Workplace stress can arise from:**   * Workload/volume of work and poor work life balance * A lack of clarity about responsibilities * A lack of control of the workload * Insufficient information or managerial support * Workplace relationships, bullying or harassment * Coping with change and lack of autonomy * Poor working conditions * Feeling unable to speak up about concerns     **Signs of stress in individuals:**   * Poor concentration and irritability or poor decision making * Anxiety, low mood and tearfulness * Feeling detached and demotivated * Sleep disturbances, tiredness or feeling exhausted most of the time * Frequent headaches * Muscle or joint pain * Frequent illness due to lower immunity * High blood pressure * Stomach aches, feeling sick or loss of appetite    Did you know......?  * HSE statistics show that work related stress is a significant issue with more than 16.4 million working days lost as a result of stress, anxiety or depression in 2023/24. This equates to each person on average taking 21.1 days. (HSE) * 51% of long term sick leave is due to stress, depression and anxiety? In a recent study 1 in 5 UK workers reported feeling unable to manage stress and pressure in the workplace (Mental Health UK 2023) * A quarter (25%) of UK workers report feeling unable to cope with workplace stress, showing the need for more support. (MHFA England) * 79% of employees are experiencing moderate to high stress levels, with younger employees (aged 16-24) and women showing the highest stress levels. (MHFA England) * Signs of burnout are becoming more common. 63% of UK employees now displaying symptoms like exhaustion and disengagement (MHFA England) * [The British Safety Council Burnout Report](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.britsafe.org%2Fsafety-management%2F2024%2Fburnout-britain-how-can-we-reduce-stress-and-put-out-the-fire/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/CaKJgQLfALUD8K7pKQJK1PX8hNC2W7ZHguuSYXHOk30=394) found that 1 in 5 UK workers needed to take time out in the past year due to poor mental health, caused by pressure or stress    Tips for employers  * Employers have a legal duty to protect workers from stress at work by doing a risk assessment and acting on it. This will help you to understand the causes and impact of work related stress on your workforce * Be proactive about stress management, focusing on prevention and early intervention * Tackle work related stress using the [Management Standards approach](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.hse.gov.uk%2Fstress%2Fstandards%2F/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/7KwGz47ZRGC6RUhtCIkBF2QQx6BwJg5mebfmpcq7ujw=394) * Enable employees to communicate openly, and encourage them to raise concerns e.g., in 1 to 1’s, team meetings etc * Take time to notice individual staff members to prevent work related stress. Offer support to individuals including using a [wellness action plan](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.mind.org.uk%2Fmedia%2Flbahso3x%2Fmind-wellness-action-plan-workplace.pdf/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/1qxZ11GHNMsz7DBRJNvy-V7jgoFmUEUF8I9hbX-LHfU=394), adjusting workload * Signposting to support services, including any internal employee assistance programmes (EAP) * Raise awareness through training, campaigns and the provision of information * Develop a mental health and wellbeing policy that is inclusive of stress * Physical activity can help to manage stress. Consider different ways of working to promote healthier lifestyle choices such as walking meetings, offer lunch time yoga or running / walking clubs, offer stand up desks and promote their use, routinely hold 2 min stretch exercises at the beginning of meetings etc      |  | | --- | |  |  Service offer spotlight  |  | | --- | | **Maximus** - provide confidential, personalised support to help people with mental health symptoms including anxiety, depression and stress. They provide a personalised wellbeing plan for the employee, ideas for workplace adjustments and 9 months of FREE ongoing support. The workplace can contact Maximus to provide this service for FREE to their workplace and promote internally or employees can contact Maximus directly for the support.  Contact options:   * Call: 0300 456 8114 * Email: [atw@maximusuk.co.uk](mailto:atw@maximusuk.co.uk) * Website: [www.atw.maximusuk.co.uk](https://links-1.govdelivery.com/CL0/https:%2F%2Fatw.maximusuk.co.uk%2F/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/fjtH0FwZte41RyCacCrMwiY0WlR-IQNNqu61XgOABLY=394) |  |  | | --- | | **Talking Therapies Milton Keynes and Talking Therapies Bedfordshire** are a FREE, confidential NHS service providing psychological treatment for anxiety and depression to employees, as well as offering a range FREE [pre recorded mental health webinars](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.mktalkingtherapies.nhs.uk%2Fabout-us%2Fwellbeing-webinars/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/WQNq1nG8NNUflGDO7OKlM5AECq888OPYG5aP9fLMLdQ=394) covering lifestyle challenges such as menopause, managing seasonal affective disorder, carers wellbeing and many more.    **The Bedfordshire Recovery College** offers FREE courses and workshops for employees who are using or have used ELFT mental health services.  Contact options:   * Call 01234 262621 * Email: [elft.recoverycollege@nhs.net](mailto:elft.recoverycollege@nhs.net)     **The Milton Keynes Recovery and Wellbeing College** offers [FREE courses and workshops for all MK residents and employees](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.cnwl.nhs.uk%2Fservices%2Frecovery-and-wellbeing-college%2Frecovery-and-wellbeing-college-milton-keynes/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/bbel5cRTpMcIKj-lmp0plix5AhpPfIWhopD-F3AmSpM=394).    For more details about service offers available to workplaces, please access the '2025 Workplace Health and Wellbeing Service brochure' link below |  |  | | --- | |  |  |  | | --- | |  |  |  |  | | --- | --- | |  | [Stress awareness month](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.stress.org.uk%2Fstress-awareness-month-2025%2F/2/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/d68zaQ1Jsz841JgeLVj-xG22jgiOnsOOGvzuQSx5oEE=394) provides workplaces with the opportunity to raise awareness and promote techniques to manage stress. As a workplace you can #LeadWithLove by taking this opportunity to explore how you might be able to reduce workplace stress and support your managers to model proactive methods of reducing personal stress levels. |   [On Your Feet Britain](https://links-1.govdelivery.com/CL0/https:%2F%2Fyo-yodesk.co.uk%2Fpages%2Fonyourfeet%23event/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/7Blk1AsArewRvVHdOKPW3uGGeffgzAsWaTD-VQ9Wp9o=394) is a national activity awareness day on Thursday 24th April 2015, when 2 million desk based workers across Britain participate in a variety of fun and simple activities to #sitless and #movemore at work.  Its FREE to sign up, you can register [here.](https://links-1.govdelivery.com/CL0/https:%2F%2Fyo-yodesk.co.uk%2Fpages%2Fonyourfeet%23photo-competition/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/tGgBVVq8tQfSNCYAlXSERI6AL2NPzfnzVtkwn3vKdgM=394)   |  | | --- | |  |   Thank you for reading our bulletin. If you would you like to be added to our mailing list or for more information on:   * [Free training and workshops](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.milton-keynes.gov.uk%2Fhealth-and-wellbeing-hub%2Fworkplace-health-and-wellbeing-across-milton-keynes-bedford-borough-and-1/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/4PhaHL3o8s4zCajDGxAhnDH9VcRddhQlMPgDDYJTiCg=394) on a range of health and wellbeing topics * A range of [information and resources](https://links-1.govdelivery.com/CL0/https:%2F%2Fwww.milton-keynes.gov.uk%2Fhealth-and-wellbeing%2Fworkplace-health-and-wellbeing-resources-and-services/1/01000195430c4808-519eca8c-81e4-4a8e-9abf-7337df8feb11-000000/dRXwUz_ajbppKf72hNH7P5jyou-Ow_qH2T2zezBB0YQ=394) covering all aspects of workplace health   Please email the Workplace Health Team at [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk) | | | |

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