



Working together to improve the health and wellbeing of our communities

Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

March 2025

The Public Health Workplace Health Team work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire.

Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases services and highlights forthcoming campaigns to support health and wellbeing in your workplace.

Monthly focus



Stress at work

April is recognised as the [national stress awareness month](#) to bring attention to the negative impact of stress. Managing stress is an essential component of a healthy life. Knowing how to manage stress can improve mental and physical wellbeing as well as minimising health related issues.

Work related stress is the adverse reaction people have to excessive pressures or other types of demand placed on them. There is a distinction between pressure which can have a positive impact on productivity and stress, which occurs when this pressure becomes excessive. (HSE)

Work related stress is a major cause of occupational ill health which can cause severe physical and mental conditions to your employees. It can also lead to poor productivity and human error, increased sickness absence, increased accidents, high staff turn over and poor performance. (HSE)



**Stress is the body's physical and emotional response to difficult situations.
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](#) 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](#)
- 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](#), 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

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
- Website: www.atw.maximusuk.co.uk



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](#) 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

The Milton Keynes Recovery and Wellbeing College offers [FREE courses and workshops for all MK residents and employees](#).

For more details about service offers available to workplaces, please access the '2025 Workplace Health and Wellbeing Service brochure' link below

[2025 Workplace Health and Wellbeing Service Brochure](#)

Campaigns



[Stress awareness month](#) 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](#) 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](#).

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](#) on a range of health and wellbeing topics
- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at public.health@milton-keynes.gov.uk

Please do not reply to this email

Send all queries to public.health@milton-keynes.gov.uk