



# **SHEP Work-Related Stress Webinar**

**Thursday 17th December 2020**

Kindly hosted by the Building Engineering Services Association  
in Conjunction with the GB Health & Safety Executive



[www.shepuk.co.uk](http://www.shepuk.co.uk)



**Chris Buxton**

**SHEP Chairman**

**(CEO & Director of the  BFPA)**





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# So what is / who is, SHEP?

For too long, the HSE has been regarded as a form of police force; an enforcement agency actively seeking out those failing to meet the latest set of H&S regulations



# So what is / who is, SHEP?

In reality, the last thing that the HSE wish to do, is prosecute organisations and individuals with whom they could have engaged long before the situation reached litigation.



*The HSE is about protecting lives and improving our working environment. Indeed, this mission is manifest in their strategy document; **“Helping GB Work-well.”***

## So what is / who is, SHEP?

**HSE cannot achieve this objective alone. It requires the co-operation and support of the whole of British industry. It requires an on-going dialogue between the two parties; a partnership; hence the creation of the Safety & Health in Engineering Partnership or “SHEP”**



# Purpose of Today's Webinar?

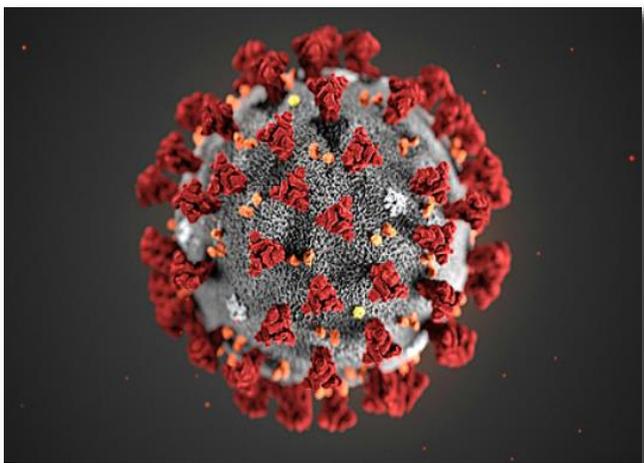
According to the Labour Force Survey there were

**17.9 million working days lost**

to work-related stress, anxiety and depression in 2019/20, this represents

**55% of working days lost!**

Reducing work-related stress is a key focus in the current HSE strategy.



**Questions to be placed in the Question box please!**

## **AGENDA**

### **Jonny Ward, 'The Anxious Fireman'**

Firefighter, psychotherapist and outstanding mental health campaigner

### **Peter Kelly**

Senior Psychologist, Health and Safety Executive Stress Policy Team

### **Q & A Session**

# SHEP Webinar

**Jonny Ward**

**The Anxious Fireman  
Mental Health Training**



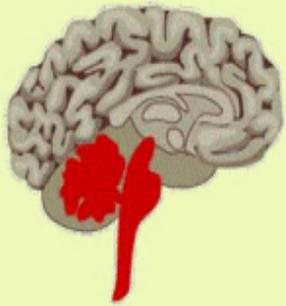
# Outline

- What is work related stress
- How does stress manifest itself
- What are the physical symptoms of stress
- How does work related stress affect performance
- How can I tell if my college is suffering from work related stress
- How can I help a college who may be struggling

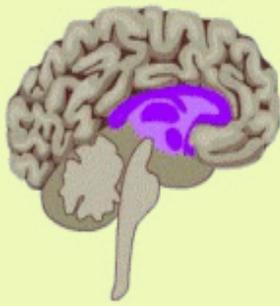


# Bear and Brain!

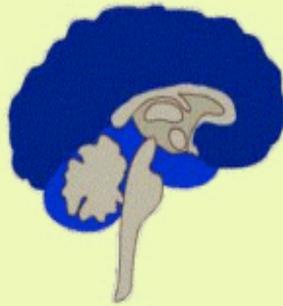
## The Three-Parted Brain



**Lizard Brain**  
(Brain stem and  
cerebellum)  
Autopilot  
Fight & Flight



**Mammal Brain**  
(Limbic System)  
Emotions  
Memories  
Habits  
Attachments

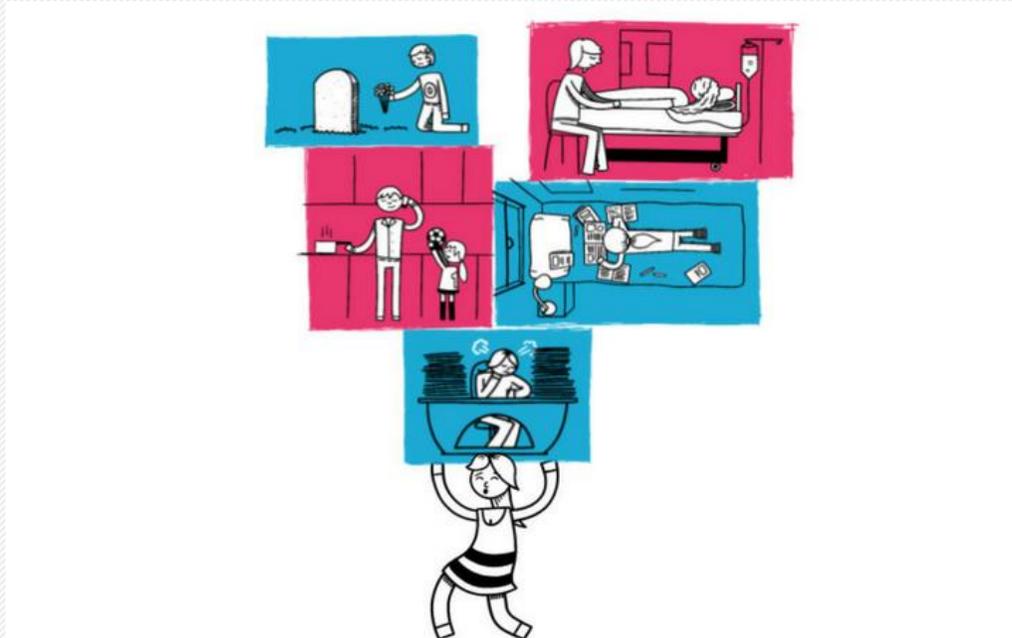


**Human Brain**  
(Neo-Cortex)  
Language, abstract  
thought, imagination,  
consciousness, reasoning,  
rationalising

(From Paul D. MacLean's model of the "Triune Brain")

# Stress or Anxiety??? Our greatest gift and curse!

## Stress



## Anxiety



# What is work related stress? How does stress manifest itself?

## Acute Stress



## Chronic Stress



In reality, neither are good, but acute stress can be useful!



# What are the physical symptoms of stress and how does work related stress affect performance?

## Physical symptoms of Stress

- Anxiety/panic
- Poor diet and sleep
- Stomach problems, illness, feeling dizzy
- Worry about future or past or imagining the worst
- Relationship or sexual problems
- Dry mouth, tense, going to the toilet more

## Affects of stress on performance and burnout

- Decreased ability to use higher brain functions like creativity
- Pessimistic outlook on work or life
- Physical, mental, and emotionally tired
- Demotivation and detachment from your work
- Depleted energy levels and lower productivity
- Detachment in personal and work relationships
- Burnout is the loss of meaning in one's work, coupled with mental, emotional, or physical exhaustion as the result of long-term, unresolved stress.

# How can I tell if my colleague is suffering from work related stress and how can I help a colleague who may be struggling?

## What signs might I spot?

- Crying or feeling tearful
- Irritability, snappy, forgetfulness
- Avoiding others, restless, anger
- Drinking or smoking more
- Rushing tasks
- Weight gain/loss

## How can I Help?

- Try having an honest, open conversation
- Managers, look into ways to change or reduce the stress inputs
- Offer practical support in the form of working hours or tasks, time away if needed
- Encourage the use of EAP, GP or other support organisations and apps
- **BE KIND!**



# Thank you



[www.theanxiousfireman.co.uk](http://www.theanxiousfireman.co.uk)

Linked In - The Anxious Fireman Mental Health Training and  
Psychotherapy

# Work Related Stress : Perspectives for the future

Peter Kelly  
Senior Psychologist  
The Health and Safety Executive  
United Kingdom

The world seems a little different  
now





troubles

shake-up

prices climb

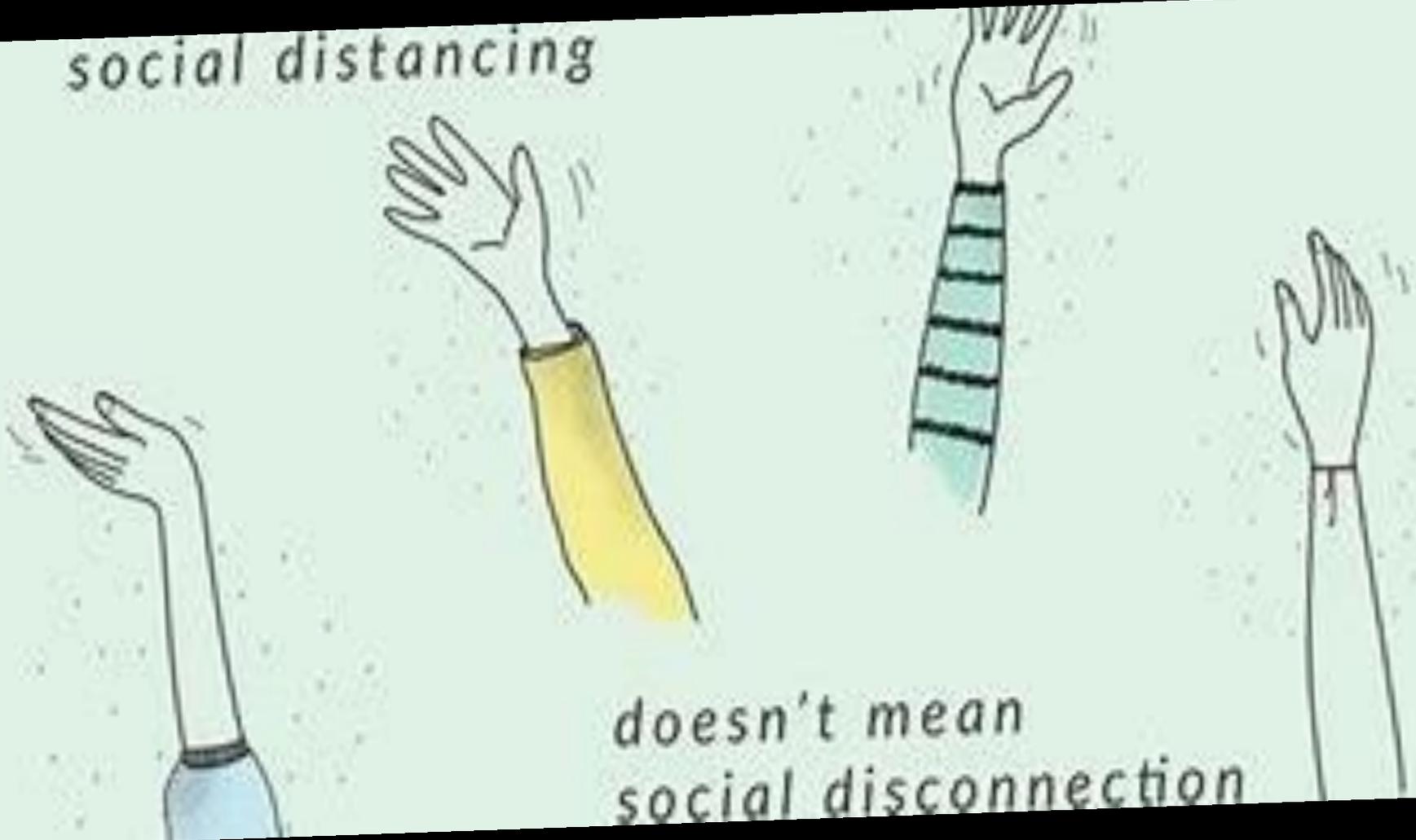
inflation

nightmares

Hardship



social distancing



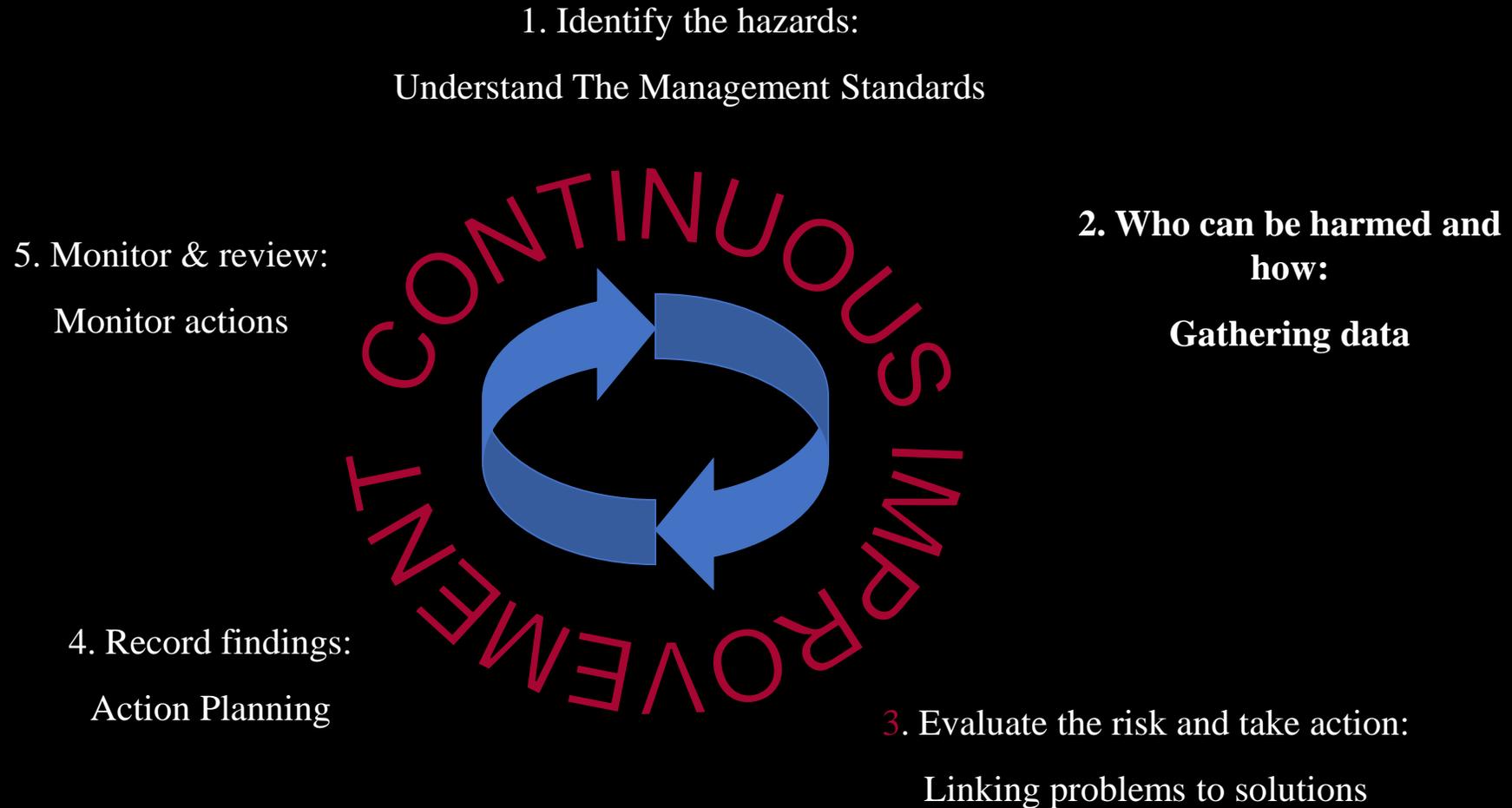
doesn't mean  
social disconnection

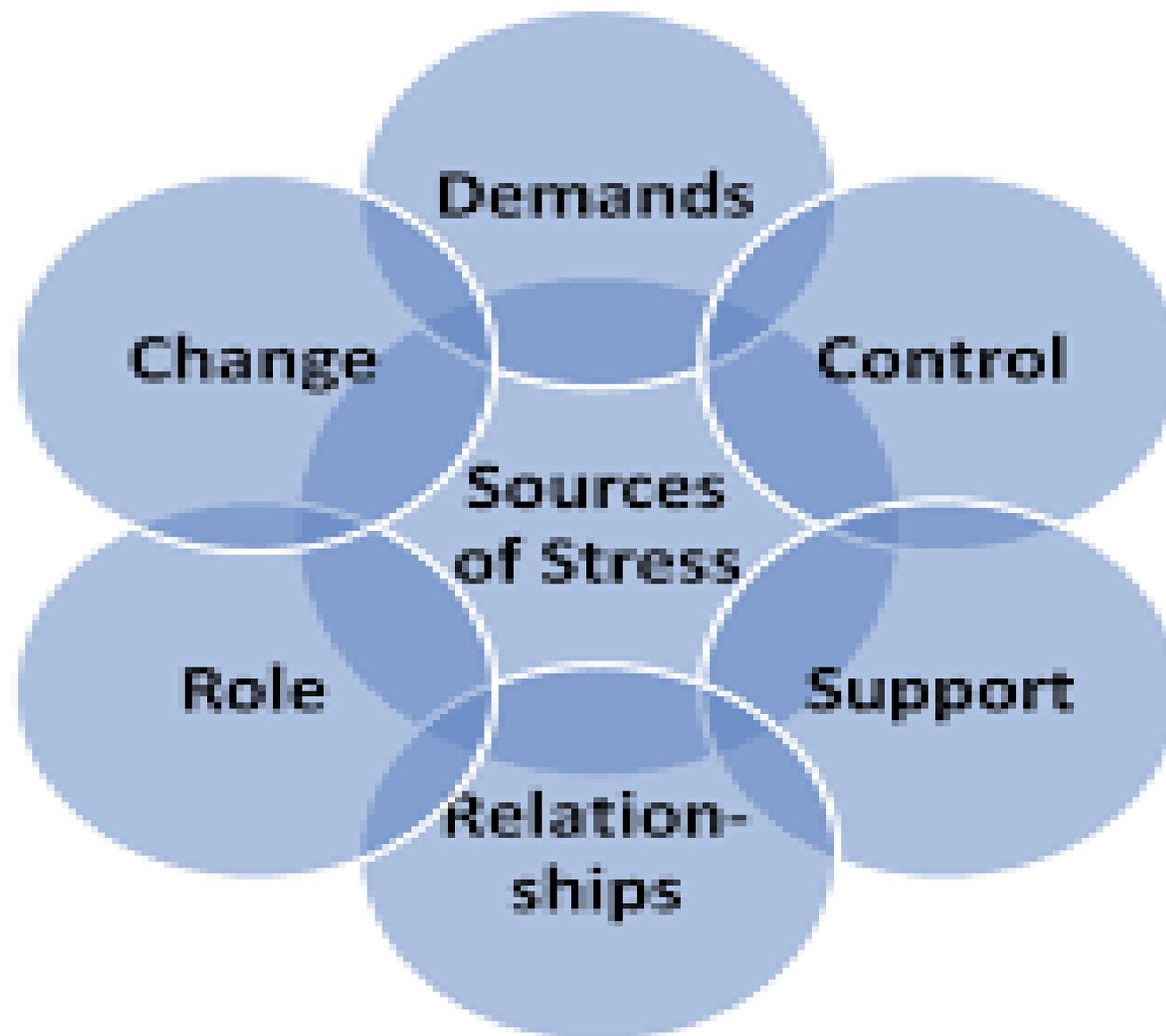


# Stress and the Regulator

- Employers have a legal responsibility under the Health and Safety at Work Act 1974 Section 2 and Management of Health and Safety at Work Regulations Employers have a legal responsibility under the Health and Safety at Work Act 1974 and Management of Health and Safety at Work Regulations 1999 to ensure the health, safety and welfare at work of their employees
- This includes minimising the risk of stress-related illness or injury to employees.

# The Management Standards Approach





The Health and Safety Executive  
Management Standards Framework

# HSE Talking Toolkit

Helping managers start a conversation with their people in identifying stressors (risks) to help manage and prevent work-related stress

Simple, practical approach which focuses on the Management Standards

Supports employers, particularly SMEs, to start the process of identifying and managing risks

Starts engagement with employees in developing solutions on identified risks (risk assessment process)



# Links

- <https://www.hse.gov.uk/stress/> web pages
- <https://www.hse.gov.uk/pubns/wbk01.htm> work book
- <https://www.hse.gov.uk/stress/standards/index.htm> Management standards
- <https://www.hse.gov.uk/search/search-results.htm?gsc.q=stress#gsc.tab=0&gsc.q=stress%20talking%20toolkit> Talking toolkit

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**Thank you!**



## **WEBINAR CLOSE**

**Fiona McGarry – HSE**

**Lydia Barber – Filtermist UK**

**Rebecca Crosland – BESA**

**Martina Stocker - BESA**

**David Frise [CEO] – BESA**