

Some Tips for Employers when

Tackling Stress

DO

allow regular breaks, especially when the work is complex or emotionally demanding

provide realistic deadlines

attend to the physical environment – take steps to reduce unwanted distraction, disturbance, noise levels, vibration, dust, etc. where possible

allow staff some control over the pace of their work

allow and encourage staff to participate in decision-making

hold regular liaison / team meetings

deal sensitively with staff experiencing problems outside work

provide support for staff who work in isolation

define work structures clearly, so that all team members know who is doing what, and why.

DON'T

✗ ask people to undertake tasks they are not trained to do

✗ allocate more work to a person or team unless they have the resources to deal with it

✗ monitor employees' movements in detail (including breaks)

✗ ask staff to stay late without notice

✗ discriminate against people on grounds of sex, race or disability or any other reasons

✗ trivialise the problems of others

✗ allow any bullying behaviour or harassment

✗ make changes to the scope of someone's job, or their responsibilities (for example, at promotion) without making sure that the individual knows what is required of them, and accepts it.