



Work-Related Stress – take control

- Reduce sickness absence costs
- Attract and retain motivated staff
- Improve staff commitment
- Improve productivity
- Comply with the law

Key priorities for all employers surely, but sometimes, organisations grapple with high levels of sickness and absence, poor performance or productivity, and high rates of staff turnover – often resulting from work-related stress.

We can help you to:

- Identify and quantify stress levels
- Minimise the causes of stress
- Develop a culture to motivate and inspire



Stress Audits

Poor practices do not necessarily create stress, nor do good practices necessarily avoid it. The only way to find out is to ask the direct question.

Tailored to your business and culture, our anonymous online audit, will identify the potential risk factors (or stressors) present in your organisation, and quantify the impact these *actually* have on staff.

Stress Management

With the audit results, we will help you review working practices, and develop management capability to ensure your managers recognise the symptoms, and are able to minimise the causes of stress in your organisation.

Our solutions include tailored training and coaching, and we will help you to establish effective communications strategies and stress management policies.



The stark facts about stress

£530 million - the cost of work related stress through lost productivity in 2005/6 (Health & Safety Commission).

13.8 million working days lost to work-related stress, depression and anxiety in 2006/7 (Health & Safety Executive).

The Health & Safety Executive has begun to issue improvement notices to organisations who fail to make the right efforts to remove causes of stress and don't have stress policies in place.

Employers have a duty of care in law to ensure that employees are not made ill by their work, and to investigate and take appropriate action where stress is found.

We help clients to overcome the most common causes

- Lack of support
- Lack of positive feedback
- Poor communication
- Senior managers as poor role models
- Inconsistency in management approach
- Overwork
- Under-resourcing

The Helix Consultancy, is committed to helping our clients achieve the positive business benefits of a healthy, motivated workforce, supported by good management practices.

Contact us for more information

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