



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

# Prevention & Management of Stress in the Workplace: Health Service Executive (HSE) – A National Response

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Healthy Workplaces

A decorative graphic consisting of a teal horizontal bar with a white bracket on the left side, partially enclosed by a thin red circle.

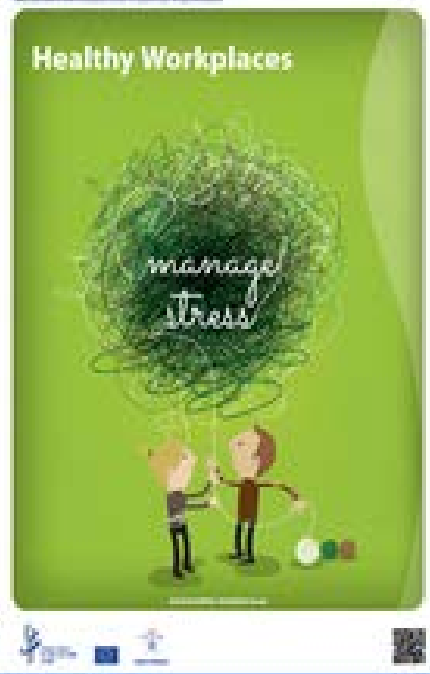
## Existing policies/tools

- 2012:** HSE Policy for Prevention and Management of Stress in the Workplace (National HR Working Group)
- 2014:** Organisational Psychology Unit and National/ Regional HR developed tools and resources ‘Managers Pack’.

# “Healthy Workplaces Manage Stress”

European Campaign 2014 -15 implemented by the HSE

**Psychosocial risks can be assessed and managed in the same systematic way as ‘traditional’ workplace health and safety risks.**



# From Start to Finish - Collaboration



## Our Approach – Cycle of Stress Management

- Endorsed & updated existed risk assessment material and resources
- Developed the HSE's Cycle of Stress Management



## Our Approach

- Developed information sheets to include key stakeholder information, support and advice
- Created a resource pack for Managers  
[www.hse.ie/safetyandwellbeing](http://www.hse.ie/safetyandwellbeing)
- Developed a communications plan for campaign launch
- Endorsed by the National Human Resources Director





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## 'Healthy Workplaces Manage Stress' Seminars

19

Seminars



Bord Altranais agus  
Cnáimhseachais na hÉireann  
Nursing and Midwifery Board  
of Ireland

842

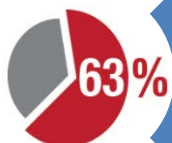
Attendees



ROYAL  
COLLEGE OF  
PHYSICIANS  
OF IRELAND

95%

Strongly Agree &  
Agree



Increased use of the  
stress management risk  
assessment tool

*"Very valuable day for Managers"*

## ‘Healthy Workplaces Manage Stress’ Seminars

- Uniform response - one clear message
- Delivered collaboratively & tailored to each regional area
- Highlighted current workplace challenges
- Enabled managers take leadership roles in pro-actively managing workplace stress and supporting staff health & wellbeing
- Break out workshop ‘risk assessment’ added in October 2016





## ‘Healthy Workplaces Manage Stress’ Seminar



“Collaborative” approach & shared learning was encouraged - positive & beneficial for both attendees and presenters

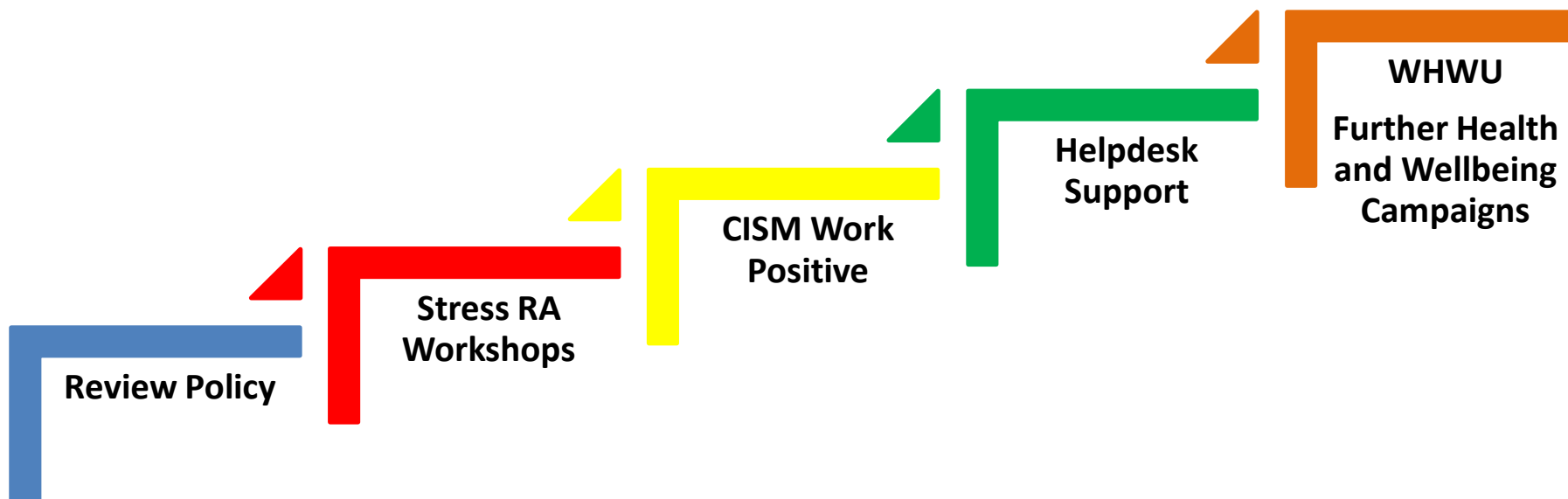
Attendees at all seminars were surprised at the supports and resources available to them



The importance of open & effective communication discussed at length



## Next Steps



A sincere thanks to the members of the WSG,  
our colleagues in the NHSF, Organisation Psychology Unit  
and to all who contributed promoted and supported this  
campaign since 2015.

