

## 3 in 10 workers feel their organisation is not effective at handling stress

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Almost 3 in 10 workers (28%) believe their employer is not effective at managing workplace stress, according to a new survey by workplace expert Acas.

To mark Stress Awareness Month in April, Acas commissioned YouGov to ask employees in Britain about whether they feel that their organisation is effective at managing work-related stress.

The poll also found that 37% of employees felt that their workplace was effective at managing stress and 9% didn't know.

Acas Interim Chief Executive Dan Ellis said:

"It is encouraging that there are employers that are good at managing stress, but it is concerning that nearly 3 in 10 employees think that their workplace falls short.

"Stress can affect anyone, and the impacts can be severe. It is hugely important for employers to be able to spot the signs of stress and provide support to staff.

"Acas has advice on how bosses can identify the signs of stress, support staff who need help and create environments at work where staff feel they can talk openly about it."

According to the Health and Safety Executive, 16 million working days were lost in 2023 to 2024 due to stress, depression or anxiety.

Stress can be caused by a variety of factors such as demands of the job, relationships at work, poor

working conditions or change. Life events outside of work can also cause stress, such as a bereavement in the family or financial worries over the cost of living.

Creating a positive work environment by preventing work-related stress can have huge benefits to an organisation. For example, it can:

- make employees healthier and happier at work
- improve performance and make employees more productive
- reduce absence levels
- reduce workplace disputes
- make the organisation more attractive to job seekers

Acas advice for employers on managing stress at work includes:

- look out for any signs of stress among staff
- be approachable, available and have an informal chat with staff who are feeling stressed
- respect confidentiality and be sensitive and supportive when talking to staff about work-related stress
- communicate any internal and external help available to staff, such as financial advice if the cost of living is a cause of stress
- have clear policies, encourage staff to raise their concerns and provide training to managers

The signs of stress can include:

- poor concentration
- finding it hard to make decisions
- being irritable or short tempered
- tearfulness
- tiredness
- low mood
- avoiding social events