



Workplace stress - not something to ignore



Work place stress has more of an effect on business than many think, so creating health and safe work environments for staff is imperative. Stress is regular occurrence across all industries and a very common problem for businesses today. Ever since the Health & Safety legislation of 2002, companies have been made more aware of stress as problem.

So how much does it cost?

Poor mental health in the workplace can have wide reaching social and economic costs.

Southern Cross Healthworks estimated that in New Zealand physical and mental ill health in the workplace costs \$3 billion per year. The figure speaks for itself and indicates that impact that mental wellbeing can have on the health of employees and their organizations.

What is work related stress?

Stress may become distress when the demands and expectations in the workplace outweigh a person's awareness of their coping skills. While OSH advises that stress does not constitute harm, long term exposure to stress may result in mental and/or physical ill health.

The impact of work related stress and poor mental health can affect a business through decreased productivity, high staff turnover, increased absenteeism and disciplinary issues.

These warning signs could indicate that there is a work related stress problem and without intervention stress may lead to more serious situations. It is more effective to address stress in the early stages since early intervention can prevent long term problems for both employee and employer.

What are the benefits for a healthy workplace?

Businesses benefit more if workplace stress is addressed correctly and efficiently. It's a cycle: if your staff is healthy your business is healthy.

Fixing stress problems in the workplace can increase productivity, retain skilled employees, improve morale and increase staff commitment and contribution.



In all walks of life, people need to feel valued and appreciated, more than anything else.

A psychologist at California State University`s School of Business Administration in Long Beach, Dr. David Abramis, has studied fun at work for years. He`s discovered that people who have fun on the job are more creative, more productive, better decision makers and get along better with co-workers.

They also have fewer absentee, late and sick days than people who aren`t having fun. The benefits to a pleasant and happy workplace are that happy employees are more loyal and productive.

Can the benefits of having fun be measured? Yes by comparing the absenteeism and turnover rates with pre-programme implementation. In addition an employee satisfaction survey can reveal how employees feel about their jobs, the company and company culture.

Fun at work can even lead to alleviating the inevitable boredom that arises out of dull, routine and non-challenging tasks.

Who said fun and work were mutually exclusive?

Ways to reduce workplace stress

We use lot of violent language in business. Terms like no pain no gain, bottom line, cutting edge, infiltrating, take over bids, power struggles, branding, targets and price wars – to name a few. All with a negative focus.

Workplace stress is a real concern in today`s working arena, but many managers and business owners don`t know how to deal with the problem.

The following is a checklist to reduce and manage workplace stress.

- actively work to create a great culture that consults, involves and communicates well
- document agreed values in all processes and systems to ensure consistency and accountability
- discuss individual needs and expectations with each employee
- address performance or behaviour issues that don`t align to agreed organisational values
- conduct staff surveys and invite constructive criticism from staff in order to evaluate your effectiveness as an employer

If you are interested in improving the health and wellbeing of your organization and would like free 1 hour consultation please contact us on request@integrityrehab.co.nz