

## To reduce sickness absence

- Work-related stress accounts for over a third of all new incidences of ill health.
- Each case of stress-related ill health leads to an average of 30.9 working days lost.
- A total of 12.8 million working days were lost to stress, depression and anxiety in 2004/5.

## To benefit your business

As well as reducing sickness absence costs to an organisation, tackling stress can have a positive effect on:

- Employee commitment to work;
- Staff performance and productivity;
- Staff turnover or intention to leave;
- Staff recruitment and retention;
- Customer satisfaction; and
- Organisational image and reputation.

## To comply with the law

Employers have duties:

- Under the Management of Health and Safety at Work Regulations 1999 to assess the risk of stress-related ill health arising from work activities; and
- Under the Health and Safety at Work etc Act 1974 to take measures to control that risk.

Best

***Why do some employees do just the right things – time after time?***

***How do top performers consistently generate solutions that perfectly fit into the “big picture”?***

***Why do some workers act, while others sit around, waiting for direction?***

***What is it that makes great employees accountable and responsible?***