



# Work-Related Stress (WRS)

Did you know that the HSE has released a new policy for the prevention and management of work-related stress?

## WHAT IS IT?

WRS is the conditions, practices and events at work which may give rise to stress. Work-related stress is caused or made worse by work.

It is normal for us to feel under pressure and experience stress symptoms at various times in our working and private life.



## HOW DOES IT AFFECT ME?



- **Mental Stress** (eg indecisiveness & low self esteem)
- **Behavioural Stress** (eg change in eating habits, avoiding friends and family)
- **Physical Stress** (eg tiredness, headaches)
- **Cognitive & Emotional Stress** (eg anxious, feeling numb)

For more information on the symptoms of stress please visit our [webpage](#) (listed below).

## WHAT CAN I DO ABOUT IT?



If you feel you are suffering from WRS talk to your manager or a colleague and most importantly look for support.

Your manager (or an alternate manager) should complete a work-related stress risk assessment with you to identify possible causes and supports.

## WHO DO I GO TO?

Along with your **Manager** the following supports are available:

- **Employee Assistance Programme** (0818 327 327) - a free counselling service for staff
- Your local **Occupational Health Service** can provide medical advice on issues where work is affecting health and/or health is affecting work.

You may contact these support services directly. You can do this without discussing the issue with your manager.



## MANAGER TRAINING

To support the management of WRS and the risk assessment process there is mandatory training available on [HSeLanD](#) titled; "Preventing & Managing Work-Related Stress - A Guide for Managers". This training will enable managers to feel confident, empowered and supported in proactively preventing and managing work-related stress.