

It pays to keep your company healthy. How British Telecom successfully tackled stress at work.



Following anecdotal evidence that stress was a major issue within BT, the company decided to find out the actual scale of the problem and to identify the causes of stress in the organisation. Working together with Trades Unions, BT used HSE's Management Standards as a basis on which to develop a stress risk assessment and management tool. Leading on from this, the company was able to put in place a framework for dealing with stress across the whole business. In the five years since its introduction, this policy has reduced stress-related absence by one third.



'There is a growing body of evidence that would suggest that if you can promote good mental health in your organisation, you boost productivity, you improve innovation, you make your company a successful company in what is an increasingly competitive global marketplace.'

*Paul Litchfield
Chief Medical Officer*

Health and Safety Executive

www.hse.gov.uk/tacklestress

For a more effective way to tackle stress in your workplace



It pays to keep your company healthy. How ScottishPower successfully tackled stress at work.



SCOTTISHPOWER

ScottishPower wanted to reduce sickness levels in the organisation. They carried out an online stress survey using the HSE Indicator tool amongst 5000 employees and ran focus groups to identify the main sources of stress. Then stress management interventions were put in place throughout the organisation with the full participation of department directors. As a result of these measures, absence rates have fallen by 11 % and awareness of the sources of stress has been raised throughout the company.



'The stress project was a great initiative. It was good to see the company invest so many resources into such a valuable programme which can only improve the working lives and health of everyone at ScottishPower.'

Willie Docherty
Health and Safety Advisor

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