

What's Involved in a Stress Audit?

The first thing to remember about a stress audit is it is a health check about how you are doing. It is designed to look at how the company or organisation is interacting with staff. We are living in a fast changing environment. We all have targets and productivity to think about. By completing an audit this is a positive step either if you are having issues with stress in the organisation or you just want to be forward thinking and future proof your company against its effects.

An audit involves looking at policies and procedures. Do you have a stress management policy? It could be that external issues are affecting staff attendance and performance. Or there may have been a recent change in the structure of the organisation. My job is to work with you to find out the causes.

We will use the Health and Safety Executive management standards to ascertain whether we can use these to reduce absenteeism or staff turnover. These are around control, demands, relationships, role, change and support. I will help you with this.

The factors which may cause stress in the working environment could be the home work interface for your employees. They may have issues outside of work which are affecting their performance. This is where the support management standard is useful to look at in an audit. Or it could be the working environment itself which includes the layout of the office or workplace. Looking at the role of employees in a company or organisation – are they engaged? Are they overloaded or under-loaded? Is there flexibility in working hours?

During an audit we will look at staff turnover and much it costs to recruit for an employee including managers. We will look at absenteeism and try to identify trends together.

It could be that your organisation will benefit from stress management training to help identify problems with stress early before they result in absenteeism. We will work together to identify whether this is a suitable option.

For more information about the process give me a call.