

HSE SAFETY CORNERSTONES

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Your Employees Are Too Stressed. Here's How You Can Help

While every employee experiences job-related stress at one point or another, too much stress in the workplace can lead to the development of serious mental health problems, such as depression or anxiety. And recent [data](#) from the HSE revealed that this problem is far too common. In fact, stress, depression and anxiety account for over 40 per cent of work-related ill health complications, with 15.4 million working days lost in the past year as a result. Further [studies](#) by the HSE found that the top causes of work-related stress, depression and anxiety include a heavy workload, lack of support, workplace changes, and violence, threats or bullying. Industries with the highest rates of stress, depression and anxiety are education, social work and public administration.

Regardless of cause or industry, it's your responsibility as an employer to ensure your employees aren't suffering from high levels of work-related stress. Prioritise your workers' mental health and decrease absenteeism rates with the following stress-reducing guidance:

- **Discuss demands**—It's crucial to ensure your employees can cope with the demands of their position. Have a conversation with each employee to determine if the demands of their job are achievable and if their skills and prior training prepared them for their title.
- **Provide support**—As an employer, make sure your organisation's management offers quality support to employees. This includes holding routine one-to-one meetings to discuss work-related issues, offering stress-relief activities and sharing support resources.
- **Foster healthy relationships**—Your organisation should have policies in place to prevent unacceptable behaviours, such as bullying, as well as proper procedures for handling conflicts.

For more guidance, have a look at the HSE's [Stress Talking Toolkit](#).

Multiple Companies Fined After Security Guard is Killed

Several companies have been fined following a fatal accident at the Immingham Docks. A security guard employed at the dock walked in front of an approaching HGV, causing the vehicle to run over the guard and kill him at the scene. Further investigation revealed Associated British Ports failed to provide signage requiring drivers to stop and report to security. In addition, ICTS (UK) Ltd did not offer adequate training for those stopping vehicles and DFDS Seaways PLC failed to carry out a suitable transport risk assessment. The companies have been fined the following amounts:

Associated British Ports:
fined £750,750 with costs of £9781.52

DFDS Seaways PLC:
fined £166,670 with costs of £9766.02

ICTS (UK) Ltd:
fined £500,000 with costs of £9338.82

