



CISM Bridging the GAP 2013

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HSA Remit

- National Statutory Body- Safety and health remit
- 1.8 million people 'at work'
- Employed AND self-employed; lead nat. competent authority for chemical Regs
- Mechanisms for effectiveness include legislation, COPs, Guidance, gathering good practice data and communicating well



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What is mental health?

The emotional resilience that enables us to enjoy life and **survive** pain, disappointment and sadness.

It is a positive sense of wellbeing and an underlying belief in our own and others dignity and worth'
U.K. Health Development Agency



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Re Stress/distress/mental health

- What measures should be in place
- How do you recognise when someone is suffering from stress
- Case studies/examples
- HSA initiatives in this area
- International partnerships currently engaged on mental health at work



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Increasing the Gap..

- Increasing stress levels at work due to a changing world of work
 - positive mental health fundamental to business performance
- Know-how is available – is it used and or understood (implementation gap?)
- Quality of the infrastructure outside enterprises is key – to **lead** enterprises
- Limited diffusion of good practice (SMEs, precarious work, safety critical work)



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What matters most in Workplaces?

- The individual – this includes
 - Gender
 - Age
 - Marital status
 - Social status
 - Family status
 - Education
 - Emotional and general IQ
 - Personality **style**



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Or the workplace?

- Size
- Type of industry
- Type of company
- Work tasks
- Relationships
- Rewards
- Culture/climate



Both

- In every family – each according to his/her needs; individuals differ
- In every workplace, each according to his or her needs – 'reasonable'/'enterprise'
- In every industry, assess the needs of that group of workers – specific to that work
- Meaningful Risk Assessments



Research on Stress

- Studies mainly cross sectional in design – little indication of causal pathways
- Little bit of stress....perfectionism
- Behavioural emotional/cognitive reactions
 - Individual: What story do we tell ourselves?
 - Organisational: How is our behaviour managed/supported/filtered – how does it cause other behaviours?
 - Societal: Stress can be acute or chronic. How is a man or a woman viewed if 'stressed'?



Individuals and Perception

- What we bring to work
 - attitudes we have
 - attitudes of others at work
 - affected by/manipulated by situational factors – time of day/day of week/gender/home
- Treatment types – CBT, therapy, counselling, supportive family/ friends, activities, novelty, engagement
- Self efficacy's role



Managing Workplace Stress



How to *become* less stressed

- Explore Stress and its causes for you in your role in your organisation
- Consider the physical effects - senses
- And the psychological effects - ruminations
- Consider your own behaviour –listen to what you are told by others
- Explore Self-care techniques, coping strategies
- Look at your lifestyle



Organisational tools to risk assess - Work Positive(HSA)

- Employers can support employees, assess the climate and consult on remedies
- Identify a 3 step plan to bring Work Positive to your organisation
- Identify questions you think should be added for your organisation – bespoke for CISM?
- Benefits in doing Work Positive on line
- WP provides a profile – demands, controls, supports, relationships, role and change



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Nationally – what's happening?

- Developing and implementing exchange processes among participating national stakeholder groups
- Key outcomes: a specific action framework for CISM?
- Long-term goal: disseminate good practice in enterprises, each according to its needs (R.A.)
- Improve co-operation and co-ordination among non-company, institutional stakeholders within and across the key sectors (health & labour policy)



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Internationally

- Ireland - partner in EU project - Joint Action - currently (2013-2014) to ID gaps for better workplace mental health
 - SWOT analysis to bridge gaps between over-stretched, over burdened – and breakdown/stressed/sick.
 - We are all seeking satisfaction from work; and satisfaction makes us better performers
- Removing stressors leads to higher performance/productivity/and satisfaction



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Thank you



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