

Stressors in Construction Industry

Peter J Kelly
HSE







Stressors in Construction

Sutherland and Davidson in 1993 (from Mallett 2014 RICS)

Time pressures

Working long hours

Insufficient time for leisure interests

Volume of paperwork

Insufficient time spent at home with family

Travel to and from job

Lack of support from architects

Inadequate communication

Staff shortages

Responsibility for situations not in your control.

What is work related stress?

- HSE defines stress as:

“The adverse reaction people have to excessive pressures or other types of demand placed on them”

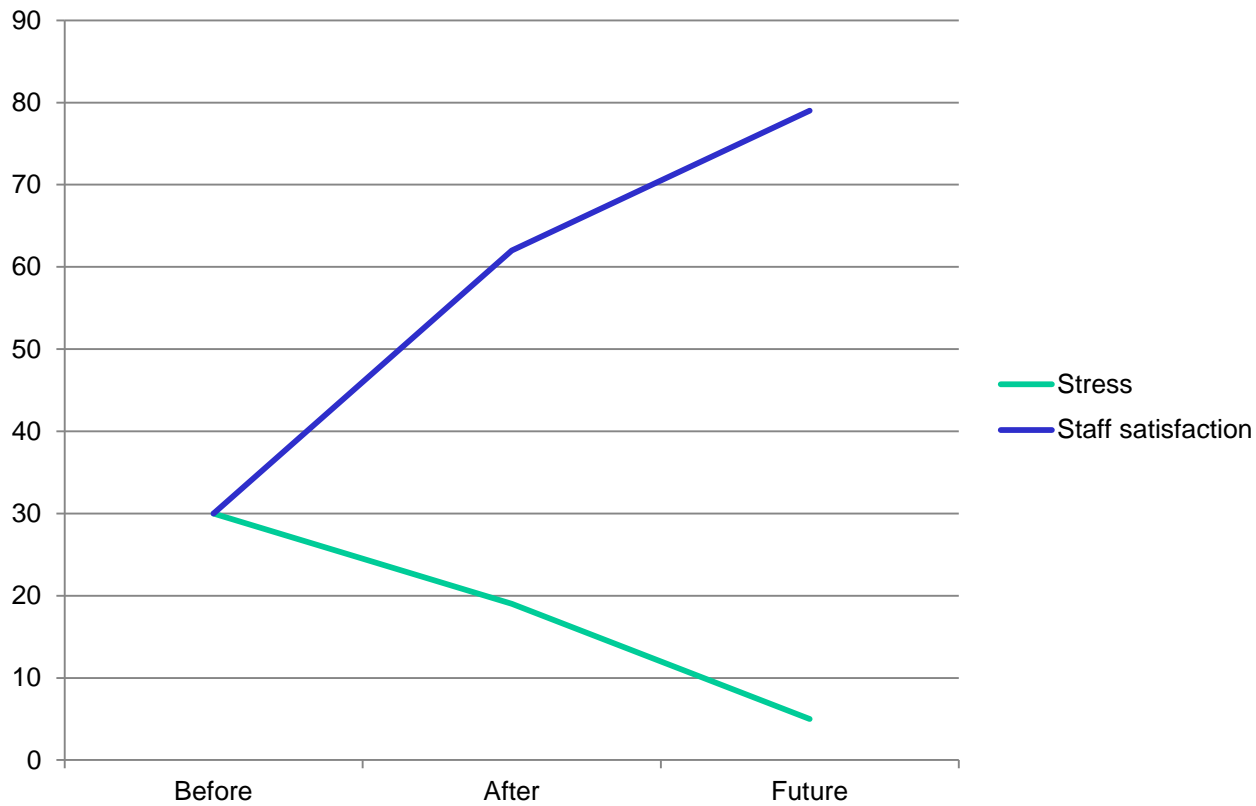
- Stress is different from pressure which can help us tackle our work. Stress is the damaging result of excessive or prolonged pressure
- Stress is never ‘good stress’
- Prolonged stress can lead to both physical and psychological damage

What we know about the current situation



- The current climate offers some challenges and unique opportunities for the management of work related stress in construction industry
- Changes to the way work is done are having implications on your role and on how you tackle issues at work.

The business case



Management Standards

Cover the primary sources of stress at work:

- **Demands** – eg work patterns and the work environment
- **Control** – eg how much say the person has in the way they do their work
- **Support** – eg the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships** – eg promoting positive work to avoid conflict and dealing with unacceptable behaviour
- **Role** – eg understanding role and avoiding role conflict
- **Change** – eg management and communication of organisational change

Why Tackle stress and promote good mental health



- Can lead to:
 - Increased employee commitment to work
 - Improved staff performance and productivity
 - Higher attendance levels
 - Easier staff recruitment and better retention, lowering costs
 - Improved organisational image and reputation

Communicate and inform



- Encourage the sector to focus on proactive efforts on Mental Health promotion and tackling work related stress
- We need to get the message out that workers need to be supported now if they are to be effective later.

What you need to consider

- You may need to use a variety of interventions and activities to raise awareness, change attitudes and behaviours to mental health and work related stress within the sector.
- Integrate the policy into all your procedures. Make it real and relevant to all grades and types of staff, and check what you are doing works.

Finally

Look after your
people and they
will look after you

Any questions?