

Work Safety and Change Related Stress

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Change = stress

- **A recent EU Report says work related stress**
 - Second most common occupational health problem in the European Union after back pain**
 - Estimated to be responsible for over 50% of absenteeism**
- **Extra attention to safety is required during this time of organizational change**
- **Manager's can recognize and address safety issues associated with change and keep folks attentive to safety**
- **ES&H can help in a number of ways**

Managing Stress for a safe Workplace

- **Signs of stress while working include**
 - Preoccupation
 - Errors in timing and judgment
 - Overlooking important elements in a task series
- **Help manage stress**
 - Communicate clear expectations, safety over schedule
 - Plan for safety and expect the same from everybody, every day
 - Walk the floor, observe the work
 - Ask employees questions about tasks they are going to perform for the day
 - Be a good listener – take time
 - Demonstrably reinforce positive behavior and workplace attitude

Managing Stress for a safe Workplace

- **ES&H will**
 - Provide material for “tool box” discussions during the transition
 - Help managers and supervisors get more involved in workplace observations
 - Help managers and supervisors get more effectiveness out of their workplace observations
 - Help prioritize workplace observation activities to focus on areas of potential vulnerability
- **Managers and supervisors**
 - Request support: call 7277
 - Respond to and personally support workplace observation activities initiated on your behalf by ES&H