

4th International Conference on

Depression, Anxiety and Stress Management

May 10-11, 2018 | Frankfurt, Germany



Mike Lawrence

London Metropolitan University, UK

How to alleviate work stress: The importance for organizations to implement a more holistic view of the employee to alleviate stress

Statement of the Problem: Britain in the grip of a stress epidemic because of 'always on' workplace culture. 73% of UK employees suffer from work related stress, leading to an annual £57 bn loss in productivity and 49% of all working days lost in 2016-2017. However, since the publication of the guide implementing a European Social Partner agreement in 2014 jointly drawn up by the CBI, TUC, CEEP UK, FPB HSE and the DTI the levels of stress are still on the increase.

Purpose: The purpose of this study is to describe what should be done in order to tackle this growing epidemic.

Methodology & Theoretical Orientation: Provide employers and employees with a framework of measures which will identify and prevent problems of work-related stress and help to manage them when they do arise. Under the agreement, the responsibility for determining the appropriate measures rests with the employer. These measures are carried out with the participation and collaboration of workers. These measures can be collective, individual or both. They can be introduced in the form of specific measures targeted at identified stress factors or as part of an integrated stress policy encompassing both preventive and responsive measures.

Conclusion & Significance: As the work environment continues to shift and grow, it is increasingly important for organisations to take on and implement a more holistic occupational fulfilment view of the employee. Identifying the triggers of stress and providing coping mechanisms for employees. Employees would feel more positive towards their employer if they were offered better health and wellbeing benefits good line management and a supportive team. However there's also evidence that when employees perceive that they're 'cared for,' they are happier and better employees.

Biography

Mike Lawrence is a highly experienced senior manager gained within the private and public sector namely cosmetic, IT, civil service and leisure industries coupled with an insatiable passion and background in holistic therapy spanning 15 years, which lead to the opening of his successful holistic therapy clinic in the UK. His energetic, modern and forward-thinking techniques are underpinned by studying the works of Sigmund Freud, Milton Erickson on psychoanalysis and Dr Thurman Fleet he was an amazing chiropractic healer and teacher of metaphysics who called his work concept therapy which had the effect of stress relief in the body.

mike@mikelawrence.co.uk