

Group Protection

Stress management services



Tackling stress in the workplace

According to the latest CIPD Absence management survey 2007, 40% of organisations have reported an increase in stress related absence, rising to 65% for larger organisations. Almost three quarters have reported that they are taking action to improve how they identify and tackle stress at work with the top three methods being:

- Training for managers/staff
- Risk assessments/stress audits
- Staff surveys

Many companies are asking what services are available to help them tackle stress in the workplace as well as mitigate their risks. Legal & General has responded by offering a range of services through its long standing partnership with the Rood Lane Medical Group. The three services we offer are as follows:

Stress management services		Normal rate
1	Corporate stress risk assessment Production of a stress management strategy based on the following: <ul style="list-style-type: none">• Employee survey results: Review of current surveys and analysis against the Health and Safety Executive's (HSE) standards for assessing risk• Sickness absence records: Assessments of sickness patterns, for example, frequent short term or inappropriate absences, absence in the face of conflict or poor performance.• Other sources of information: Turnover, exit interviews and health insurance claims	£200 an hour
2	Stress training Select from 12 modules based on the role and requirements within the organisation - HR manager, line managers and staff. The modules available cover key issues such as statutory liability, how to spot stress issues and what to do if an employee complains of stress, and much more.	£500 for a 90 minute session plus travel and preparation
3	Individual stress risk assessment Risk review for an affected member of staff with a full report assessing the case against HSE standards together with specific recommendations for action. This will also include a detailed rehabilitation or return to work plan if appropriate, as well as attending monthly disciplinary reviews with the organisation's employment law team if required.	£240 an hour

15% discount available on these prices for services provided through Legal & General

For more details, please call Group Protection on **01737 376 140** or email group.protection@landg.com or visit www.legalandgeneral.com/groupprotection

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Employee benefits made easier by Legal & General

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