



managing stress



"AXA ICAS provides an excellent professional service to all our employees - totally confidential and thoroughly competent."
Roche Products Limited

There are compelling reasons why employers are looking to target the problem of workplace stress as the number one behavioural risk to manage. It may be in response to the requirement to comply with the Health and Safety Executive's Management Standards, as part of a national strategy aimed at reducing the spiralling costs of stress-related absence, or as a means of improving productivity by creating a healthy work environment.

Our specialist consulting teams are able to customise solutions ranging from online stress audits, stress risk analysis and bespoke policy development and implementation projects to our popular series of stress management programmes for management teams.

Our methodology is robust. It has been developed over 18 years by teams of organisationally focused psychologists who believe in maximising the return on investment through an approach that balances realistic business imperatives with the highest clinical and evidence-based standards.

For optimal effectiveness these programmes can be integrated into other employee support services such as counselling referral and employee assistance programmes.





Policy Development

The development and implementation of a stress or wellbeing policy is the first step to an holistic approach to stress management. AXA ICAS works with you to write policies or review and update your existing ones. We also assist you in implementing these policies effectively.

Training Programmes

AXA ICAS has a proven track record of providing practical, down-to-earth training programmes that meet the needs of organisations. All our training programmes are individually designed and can be delivered in a traditional classroom, modular or on-line format.

Manager Training

AXA ICAS provides managers with a thorough introduction to the subject of stress and how it affects people, together with an understanding of how to carry out a risk assessment for stress within their work area. They will also discover how their own management style may affect stress levels within their department and learn how best to support employees who may be experiencing stress. Managers will learn what they need to do to create a psychologically healthy working environment.

Employee Training

We explain how employees can take steps to protect themselves from unnecessary stress both at work and at home. We help people understand the essential difference between healthy pressure and unhealthy stress. By providing people with a range of psychological and physiological strategies for managing pressure we can help them reduce the likelihood of stress occurring.

Stress Audits and Surveys

Organisations need to know who is at risk and what is causing the problem.

The HSE Stress Management Guidelines have prompted the development of a plethora of stress auditing tools. Few of them are flexible enough to provide all the information you require to take action. The AXA ICAS stress audit has been developed with this in mind and will identify:

- which areas of your business are most at risk
- what causes of stress are most prevalent
- how results compare with external norms
- how to go about improving the situation

We use a range of qualitative and quantitative research methods and tools that are applicable to all types of organisation and which complement HSE Stress Management Guidelines. All our surveys and audits can be carried out online or in a more traditional paper-based format.

Health Promotion

Informative exhibitions and workshops held on your own premises cover key health and lifestyle issues, including drink and drug misuse. They can include a variety of health screening tools and biometric testing and provide employees the opportunity to meet specialists and discuss factors affecting their health.

About AXA ICAS

AXA ICAS is a global provider of employee support and health and wellbeing services that can help you improve morale, reduce risk and deliver increased productivity across your organisation.

Our three core areas are employee assistance and wellbeing programmes, sickness absence management and occupational health. These areas are further supported by our tailored consultancy and training services, which can help you identify behavioural risks and improve performance, and our crisis management services, which can help your organisation prepare for, respond to and recover from critical incidents and trauma.

By choosing us you have the reassurance of dealing with one of the world's leading providers of employee support services. We own and operate businesses in the UK, Southern Africa and Spain and have a network of providers and affiliates covering more than 30 countries across six continents. Together we provide employee support services to more than 1,700 corporate clients, covering 1.8 million employees around the world.

Talk to us

Stress is the biggest cause of absence amongst non-manual employees in the UK. If you are looking to reduce your exposure to stress-related risk, AXA ICAS, the leading Behavioural Risk Management company, can help.

www.axa-icas.com or call 01908 285200

Supporting Employees | Managing Crises | Developing People | Managing Risk | Managing Absence | Managing Stress

Radlett House, West Hill
Aspley Guise
Milton Keynes MK 17 8DT
United Kingdom
Tel: +44 (0) 1908 285200
Fax: +44 (0) 1908 285201

info@axa-icas.com
www.axa-icas.com

Old Sheriff Court
70 Hutcheson Street
Glasgow G1 1 SH
United Kingdom
Tel: +44 (0) 141 553 5000
Fax: +44 (0) 141 553 5001

info@axa-icas.com
www.axa-icas.com

