

AXA stress survey launched

Work-related stress undermines performance, is costly to employers and can make people extremely ill. It is a serious problem in many organisations in the UK and Amicus are pleased that AXA has agreed to work together with the union and the Health & Safety Executive (HSE) to identify the causes of work-related stress in AXA and tackle them.

Whilst it has not been possible to obtain definitive figures on just how many days work **AXA** loses to work-related stress or the financial impact on the company, both **AXA** and **Amicus** agree that work-related stress is a serious problem and that tackling it would result in significant benefits for the organisation, as well as staff.

Consequently both **AXA** and **Amicus** have entered into partnership with the **HSE** to undertake a stress survey in five locations this month, covering **AXA Insurance**, **AXA Life** and **AXA Shared Services**. This month staff in departments in Carlisle, Coventry, Glasgow, Ipswich and Newcastle will be asked to complete the **HSE's** new stress questionnaire, the results from which should be known in June. These will then be followed up by working parties involving staff and union reps to analyse the returns in their offices and look at ways of tackling the causes of work-related stress in the workplace.



*"This survey will really build upon the work undertaken in Birmingham and Bolton, where we piloted the original **HSE** stress audit", said Seconded Rep Steve Gooden. "The original survey was found to be very useful by both unions and management in identifying work-place stressors, notably a number of incidents of bullying that neither ourselves, or local management, were aware of. The results of the first questionnaire enabled us to tackle this and other problems, resulting in a reduction of the number of days sick and a better working environment for staff".*

This year's survey is different from that previously issued by the **HSE** and draws upon feedback received by them from organisations such as **AXA** who undertook the original one, notably being more streamlined and having less questions.

Based on the result of this survey, the plan is to roll the questionnaire out to other sites and departments throughout the **AXA** Group.

*"It is really important that staff in departments undertaking the survey complete the questionnaire and that we get a high response" added Steve, "only by getting in as much data as possible can we work with **AXA** to identify issues, tackle them and make the company a better place to work in".*