



## Stress at work: *Getting to grips with the issues*

Stress in the workplace continues to hit the headlines. The statistics speak for themselves:

- Stress is the main cause of long term sickness absence for non-manual workers\*. A total of 12.8 million working days were lost to stress, depression and anxiety in 2004/5\*\*.
- Managing absence is a problem currently costing UK employers an estimated £588 per employee per year, which is an increase of 3.7%, comparing results of the CIPD 2003 and 2004 surveys.
- 83% of employers report stress levels increasing or remaining the same†. The top three main causes of stress are workload, organisational change/restructuring and pressure to meet targets†.
- One in seven (14%) of the HR managers interviewed have lost one or more members of staff due to burnout, with 36% witnessing a decline in productivity and 79% reporting an increase in the number of sick days being taken††.

Sources \*CIPD \*\*HSE †CIPD ††Personnel Today

Our expert speakers will help you understand the steps that you need to take to ensure your organisation follows best practice.

- How much do you know about the latest thinking on stress prevention?
- Does your organisation have adequate protection against personal injury claims for stress?
- How effective is your organisation's strategy for dealing with stress?
- What procedures do you have for rehabilitating back into your workplace those absent through stress?

### Who should attend?

- HR Directors and Managers
- Occupational Health specialists
- Directors and Managers with responsibility for Health & Safety

## Programme

- **Introduction and Welcome**  
A speaker from ICAS will set the scene and explain the ICAS holistic view of stress
- **Your legal responsibilities\***  
Listen to the most recent cases involving stress at work and discover the potential risks of failing to be proactive about stress  
*Helen Jess, Associate, Shoosmiths (Manchester)*  
*Karen McGill, Senior Associate, MacRoberts (Edinburgh)*
- **HSE recommendations**  
Hear the latest from the Health & Safety Executive about the development and implementation of the new management standards for stress and their implications for UK employers  
*Peter Kelly, Occupational Health Psychologist, Health & Safety Executive (London & Manchester)*  
*Jo Walker, Principal Inspector, Health & Safety Executive (Edinburgh)*
- **The Corporate Viewpoint**  
Learn how a large multi-national organisation has addressed the subject of workplace stress with the aim of promoting a culture of wellbeing at work  
*David Flower, Chief Occupational Physician and Group Head of Occupational Health for Centrica plc*
- **Rehabilitation: The ICAS solution**  
Find out how to successfully rehabilitate back into the workplace those absent through stress  
*Leonie Nowland, Head of Return to Work Services, ICAS*
- **Open Forum**  
Your opportunity to air your views and ask questions of our panel of experts

A full programme will be sent with your booking confirmation.

\*Manchester and Edinburgh

## Seminar venues and dates

- **Manchester – Wednesday 15th March 2006, The Lowry Hotel, M3 5LH**  
*9am – 1pm (Lunch included)*
- **London – Thursday 23rd March 2006, Barber Surgeons Hall, EC2Y 5BL**  
*8am – 10.30am (Breakfast included)*
- **Edinburgh – Friday 31st March 2006, Apex International Hotel, EH1 2HS**  
*9am – 1pm (Lunch included)*

## What will I gain from the seminar?

- An insight into the current legal perspective on stress management including the relevance of the Disability Discrimination legislation. (Manchester and Edinburgh)
- Knowledge of the Health & Safety Executive's approach to stress management and the background to the management standards for stress.
- A working example of the steps that a major employer has taken to proactively manage stress as part of their business strategy.
- An understanding of a new approach to effectively rehabilitating those employees absent through stress-related illness back into the workplace.

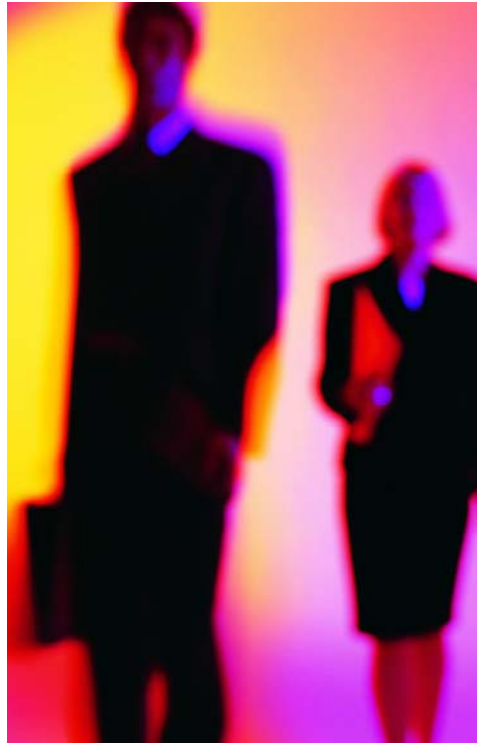
## About ICAS

**ICAS, established in 1987, is one of the world's leading providers of employee support and behavioural risk management services.**

With expertise in all aspects of behavioural risk, ICAS provides companies and organisations with assistance and support on a broad range of issues that affect an employee's ability to perform at work.

World-class account management allows ICAS to provide specific data for companies to benchmark employee performance across multiple sites and countries, and to direct strategic interventions where necessary.

With operations in 17 countries spanning six continents, ICAS supports more than one million employees in over 500 companies worldwide, 24 hours a day 365 days a year.



# Booking form - *Stress at Work: Getting to grips with the issues*

## How to reserve your place

Please complete the booking form below and return it by fax on 01908 285201 or detach and post (no stamp required). [Alternatively, email adrury@icasgroup.com with your requirements.](mailto:adrury@icasgroup.com)

Cost per delegate (including refreshments and delegate pack): £95.00 + VAT (£111.62)

Delegate name: ..... Job title: .....  
Organisation: .....  
Address: .....  
..... Postcode: .....  
Tel: ..... Fax: .....  
Email: .....

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## Additional delegates

Name: ..... Job title: .....  
Name: ..... Job title: .....  
Please indicate any dietary or other special needs: .....  
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## Which venue do you wish to attend?

Manchester  London  Edinburgh

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## Method of payment (Full payment is due a minimum of two weeks prior to the event)

Cheque enclosed (cheques made payable to Independent Counselling and Advisory Services Ltd.)

Please invoice my company at the following address:

.....

VAT Number: ..... Purchase Order No: .....

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## The small print

If you are unable to attend you may send a substitute. However a refund cannot be made for cancellations received less than 14 days before the seminar is scheduled to take place. There is a fee to cover venue and administration expenses for cancellations received more than 14 days before the course start date. Speakers and venue may be subject to change, and where the circumstances are beyond our control, no refund can be provided.

### Data Protection Act

The data you have provided will be used by ICAS to send you information about its services. Your data will not be passed by ICAS to any third parties for such purposes. If you do not wish to receive information about ICAS's services please tick here. . ICAS may also wish to provide you with information about its services via email. If you are happy to receive such information by email, please tick here .

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# Speakers

## **Helen Jess**

Helen is an Associate in Shoosmiths' Employment Law Team. She advises a number of national and international companies as well as a variety of public organisations, many of whom are household names, on all aspects of employment law. She is an experienced Employment Tribunal advocate and she also regularly trains HR professionals and managers in employment law and best business practice.

Established in 1845, Shoosmiths is one of the UK's largest law firms with seven offices, 83 partners and more than 1100 personnel. Helen is one of over twenty specialist lawyers within the Firm's national Employment Law Team.

## **Karen McGill**

Karen McGill is a Senior Associate with MacRoberts and is accredited by the Law Society of Scotland as a specialist in Employment Law. Karen deals with all aspects of employment law both contentious and non-contentious and has specialised in this field since qualifying. She mainly represents employers and regularly appears before employment tribunals and before the Employment Appeal Tribunal. She represented the MOD in the successful defence of the first stress claim brought against them in Scotland under the Disability Discrimination Act.

As well as advising on a wide range of employment law issues Karen also prepares and delivers training for clients on employment law topics and contributes articles on current employment law issues to newspapers and journals.

## **Peter Kelly**

Peter Kelly is employed as an Occupational Health Psychologist for the Health & Safety Executive in the Health Psychology Unit of the Better Health at Work Division.

Peter has been involved in developing the scientific knowledge base for the management standards approach to tackling work related stress. He provides scientific support also in relation to neuropsychological impairment, effects of prescribed medication, effects of illegal drugs on performance, mental health rehabilitation and disability issues.

## **Jo Walker**

Jo Walker is a Principal Inspector with the Health & Safety Executive and has experience working in general manufacturing, services and hazardous industry groups.

For the last four years Jo has been working on the development of operational policy for a range of health issues, most notably stress where she has been involved in the development and implementation of the Stress Management Standards.

## **David J C Flower, MD, FFOM**

Dr Flower is Chief Occupational Physician and Group Head of Occupational Health for Centrica plc. He is responsible for the occupational health provision to Centrica's 30,000 staff in British Gas, Onetel communications and the company's offshore rigs, power stations and other sites in the UK, Europe, Asia and North America.

## Speakers continued

Before joining Centrica in 2002, Dr Flower spent eight years with British Airways and worked closely with the world's scientific, research and regulatory communities on passenger and crew health matters. In addition, he has worked extensively in the field of elite sport and was instrumental in developing the British Olympic Association's acclimatisation strategy for the Sydney 2000 Olympics. He has also provided advice to the Football Association and Rugby Football Union for the 2002 and 2003 World Cups and is currently working with UK Sport in preparation for the Beijing Olympiad in 2008.

### Leonie Nowland

Leonie has managed vocational rehabilitation, job retention and Employee Assistance Programmes in Australia, New Zealand and

the UK. She was involved in setting up the first trials in vocational rehabilitation for people with mental health and behavioural disorders in 1990 in Australia. Subsequently, Leonie has worked as an academic and consultant in mental health and occupational stress, providing training and strategic support to organisations to reduce absenteeism and maintain morale and wellbeing.

Leonie is currently working with ICAS, as Head of Return to Work Services, sharpening the efficacy of EAPs as a tool for managing absence and job retention informed by the principles of vocational rehabilitation. Return to Work Services provides specialised interventions to resolve absence where mental health and behavioural disorders are implicated, including those presenting as 'stress'.

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