

Every employee and contractor, working for Northern Powergrid, should go home at the end of each shift uninjured and in good health after a productive days work



STRESS

Feeling stressed?

If the answer is yes, you're not alone. Stress is the feeling of being under too much mental or emotional pressure, and pressure turns into stress when you feel unable to cope.

A bit of stress is normal and can help push you to do something new or difficult, but too much stress can take its toll

How to stress less

There's no quick-fix cure for stress, but there are simple things you can do to help you stress less. These include relaxing, exercise, eating a healthy and balanced diet, and talking to someone.

Remember, you don't have to suffer alone and a good place to start is talk to your GP.



Help yourself


Take simple steps to make yourself feel less stressed. Make time for fun and relaxation, and try to do something you enjoy every day. Find a way of being active that you like. Being physically active releases feelgood hormones called endorphins and can help you to sleep better – helping to lower stress levels.

Talk to someone

If you're feeling too stressed, talking to someone can really help. You could start by telling your GP about how you feel. They'll be able to help you start to get help. Ask about free Cognitive Behavioural Therapy (CBT), a talking-based treatment for people who need help with managing their difficult feelings

Take control of worries

Do you have problems winding down and find yourself worrying non-stop when you get into bed? Many people find that their worries stem from concerns about money. You can get free advice on managing debt problems from [Validium, our Employee Assistance Programme providers](#)

For more info see 

What we are doing

In 2016 we carried out a stress survey in line with the HSE's Management Standards. Duradiamond, our occupational health provider, has analysed the returned forms and identified areas where we are likely to have issues that could lead to staff suffering from unnecessary stress. Managers have been informed of the results from the stress survey and have been targeted with putting remediation plans in place. Issues that require tackling are generally around communication including: meaningful one to ones, team briefs, agreed work priorities, clarification of roles, the setting of clear targets and change management. If they have not already done so Managers should discuss the results of the survey with their staff and determine some actions relevant to the stressors within their sphere of control.