

Q2:

The cost of stress

In 1992 the CBI calculated that in the UK, 360 million working days were lost annually through sickness at a cost to organisations of £8 billion. [1] By 2003 the CBI estimate was closer to £11.6 billion and in 2004 reached £12.25 billion. Days lost through sickness absence are falling, however, and were down to 168 million in 2004.

- The CBI puts the total cost to the economy of mental health and stress problems at £5 billion a year - equal to industry's total annual losses through theft and many times the costs of strikes.
- A 1996 report from the Institute of Management said that "an estimated 280,000 people take time off work every day because of work-related stress; representing a cumulative cost in terms of sick pay, lost production and charges of around £7 billion annually".
- The International Labour Organisation estimates that the cost of stress amounts to over 10% of Britain's Gross National Product.
- An HSE supplement to the 1990 Labour Force Survey found an estimated 18m workers took time off work suffering (or believed that they had suffered) from work-related stress, depression or anxiety in the preceding year.[4]
- About half a million people in the UK experience work-related stress at a level they believe to be making them ill; up to 5

million people in the UK feel "very" or "extremely" stressed by their work; and work-related stress costs society about £3.7 billion every year (at 1995/6 prices).

- Out of 40.2 million working days lost to work-related illness and injury during 2001-2002, 13.4 million were lost to stress, anxiety or depression. This compares to 12.3 million days lost to musculoskeletal disorders and 7.3 million to injury.
- In total, nearly 600,000 people took time off for stress, including 265,000 reported new cases.
- HSC figures also show that the estimated number of stress-related conditions has increased from 829 per 100,000 workers in 1990 to 1,700 per 100,000.
- The most recent research shows that these figures have not decreased and in work situations have actually gone up. Loss of productivity both by sickness absence and by the lowering work effectiveness is a cause of deep concern.
- The European Union estimates that work-related stress affects at least 40 million workers in its 15 Member States and that it costs the European Union at least €20 billion annually.

I recommend that work that costs stress should be allowed as they have no control over how much stress they have in their mind at that time. there is a lot of causes due to stress at work which the organisation has to control and follow.

The main cause of stress is due to the following reasons which the organisation has to remove:

- Long hours.
- Heavy workload.
- Changes within the organisation.
- Tight deadlines.
- Changes to duties.
- Job insecurity.
- Lack of autonomy.
- Boring work.

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