

MESSAGE TO MANAGERS

Of Physiotherapy staff



The CSP is shortly to launch a workplace campaign titled *Pinpoint the Pressure*

We are beginning this initiative because members at our 2015 annual representative conference called on the CSP to take action regarding stress at work.

Recent NHS staff survey results for physios also reflect our own research findings indicating that the level of stress and over work among physiotherapists in the NHS is becoming a matter of concern. Key findings for our members show:



- 59% of NHS physiotherapists went to work when they were ill.
- 31% of NHS physiotherapists reported feeling unwell as a result of work-related stress and pressure
- 60% working up to 5 hours unpaid overtime a week and 10% doing over 6 unpaid hours.
- Recruitment and retention of physiotherapists continues to be challenging for many NHS organisations.
- Stress is featuring as a significant cause for long term sickness absences

As part of the campaign the CSP will be encouraging reps and members in their workplaces to discuss how they are feeling about workloads and whether their experiences of work related stress is impeding their health, safety and wellbeing.

We know based on numerous experiences shared by our reps that working in partnership with their manager achieves constructive solutions and we would welcome your active involvement in our campaign.

As you are probably aware the NHS Constitution pledges that

- staff are provided with support and opportunities to maintain their health, wellbeing and safety
- all staff should be encouraged and supported in raising concerns at the earliest reasonable opportunity about safety.

It is our view that a key factor to deliver on these pledges is active engagement of staff. Based on previous research findings (see footnotes below), when they are properly engaged it can bring impressive results:

- ✓ Patients' satisfaction with services improves
- ✓ Staff are less likely to report suffering from work-related stress
- ✓ The potential to reduce staff turnover by as much as 87%.

Many of our safety reps and stewards have already attended our Pinpoint the Pressure training day, where they received a new survey resource pack and action plan. The training explored ways in which they could effectively engage and involve colleagues to increase

understanding and awareness of the causes of work pressure as a first step to finding solutions.

We appreciate that managers are under considerable pressure themselves and we hope our campaign can be of mutual benefit. We are keen to build and share our experiences of best practices that we intend to gather during 2017 as we work with reps, members and yourselves to improve work conditions.

Thank you for your support.



For further information about the campaign please visit our website
www.csp.org.uk/pressure

Below is web links to some useful resources on dealing with stress and partnership working with reps for managers from the NHS Staff Council and the Health and Safety Executive.

<http://www.nhsemployers.org/case-studies-and-resources/2014/11/guidance-on-the-prevention-and-management-of-stress-in-the-workplace>

<http://www.nhsemployers.org/case-studies-and-resources/2014/05/the-importance-of-effective-partnership-working-on-health-safety-and-wellbeing>

<http://www.hse.gov.uk/pubns/indg430.pdf>

<http://www.nhsemployers.org/case-studies-and-resources/2013/07/workplace-health-and-safety-standards-revised-july-2013>