



Survey of 'Work related stress' among staff in Torbay OPMH CMHT



Devon Partnership
NHS Trust



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AIM

Our aim was to conduct an online survey to evaluate work related stress among OPMH Community Mental Health Team staff in Torbay, Devon. We predicted that there will be increased work related stress among staff in the last year due to COVID-19 pandemic, as indicated by other surveys.

BACKGROUND

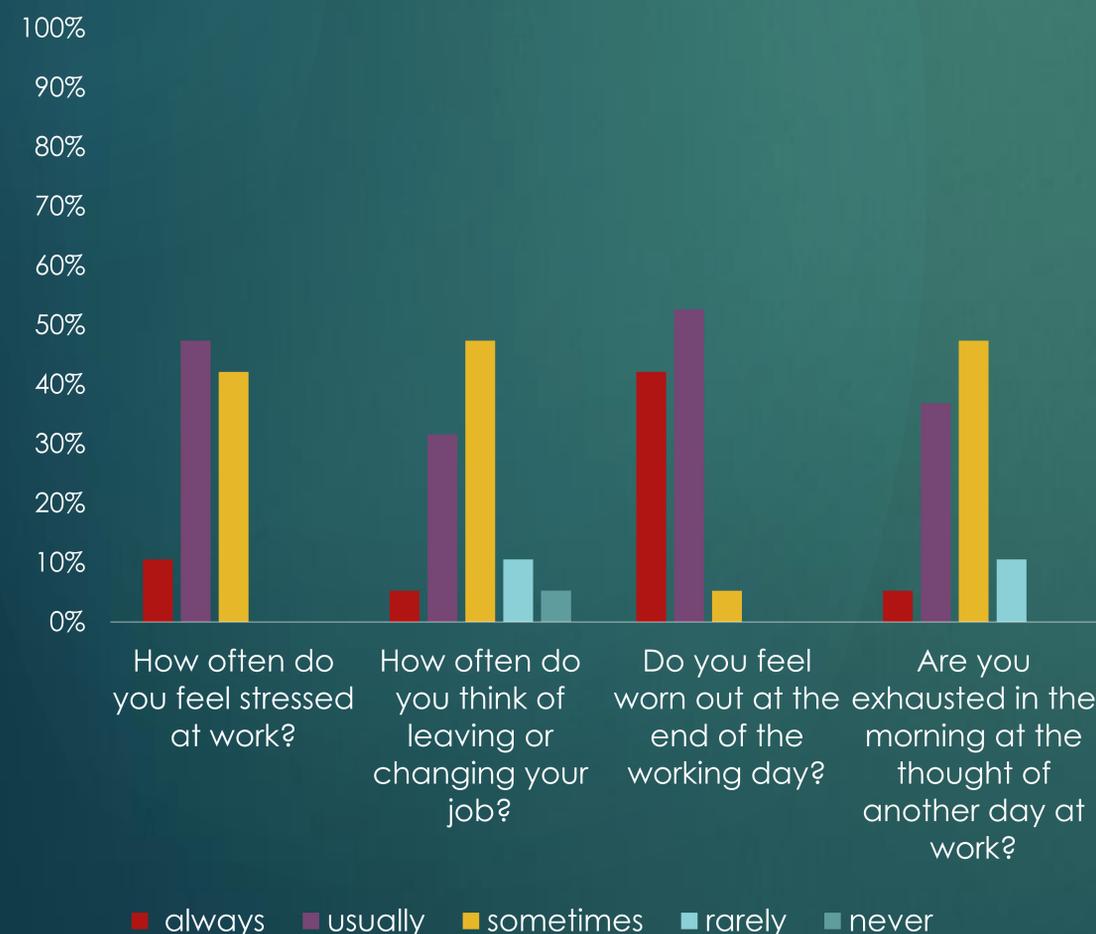
A recent HSE survey indicated that nationally over 15.4 million working days were lost due to stress, accounting for 57% of sickness absence¹. NHS Staff survey has showed that almost half of NHS staff in England (44%) have reported feeling unwell from work related stress, the highest rate recorded in the past five years².

METHODS

We devised an online questionnaire with 9 questions about work related stress and free text for comments. Previous work related stress questionnaires were analysed and adapted to the local need. The survey was open to all staff in the team including medical staff, team managers, mental health practitioners, support workers and admin staff.

RESULTS

Questionnaire was sent to 30 staff members out of which 19 (63%) responded. Data collection was done from May to June 2021. All staff members reported experiencing work related stress in the last year with 57% reporting feeling 'usually' or 'always' stressed. 76% reported they were thinking of leaving or changing their job. 90% of staff reported feeling worn out at the end of the day and 42% reported they are always or usually stressed in the morning at the thought of another day at work. 90% felt that their work is emotionally exhausting. 12% felt disempowered to make any changes to the issues that were making their work stressful. Three main themes contributing to work stress as mentioned in the free comments included lack of admin support for the team, too much electronic paperwork including copious amount of forms and duplication, and high caseload numbers.



CONCLUSION

The survey identified that there is high amount of work related stress in our team. Although this survey was conducted in a small but busy OPMH community team, we feel it may be applicable to other teams as well. There could be various reasons for the increased stress and the challenges of working during the COVID-19 pandemic has contributed to this. We discussed the results with the staff and senior managers. We have implemented some changes to work practices. We reiterated to staff about the various support services that are available within the organisation. We are planning to repeat the survey in 6 months time.

References :

- ¹HSE. Work related stress. 2020 .www.hse.gov.uk/stress
- ²NHS staff's stress levels rose last year as COVID19 pandemic took its toll BMJ 2021; 372 :n703 doi:10.1136/bmj.n703