

Wales: New partner joins HSE campaign to tackle stress in workplaces across Wales

The Health and Safety Executive's (HSE) campaign aimed at preventing or combatting stress in the workplace has welcomed a new partner ahead of stress awareness month in April.

Healthy Working Wales has become the 36th organisation to join [Working Minds](#) as part of its mission to improve the health of employees across Wales.

In 2023/24, Health and Safety Executive (HSE) figures revealed that in Wales alone there are an estimated 49,000 work-related stress, depression or anxiety cases annually – equating to 800k working days lost.

Kayleigh Roberts, work-related stress policy lead at HSE, has welcomed the addition of Healthy Working Wales to help businesses access important information and tools they require.

She said: "Our statistics show that work-related stress affects many people across Great Britain and just like any other risk to health, employers have a legal duty to protect workers by including work-related stress in their risk assessment and acting on it.

"Failing to manage stress at work can lead to reduced productivity, sickness absence, or even losing valued members of the team if they are not well enough to stay in work. Our Working Minds campaign has all the resources you need to understand what's required and to get proactive on prevention."

Healthy Working Wales is a free programme that aims to improve health and prevent ill-health among the working age population in Wales.

Oliver Williams, consultant in public health and speaker for Healthy Working Wales, said: "Partnering with HSE allows us to support Welsh businesses in understanding the benefits of taking action on employee health and wellbeing. Managing work-related stress effectively not only enhances workforce wellbeing but also improves performance and reduces absence.

Through initiatives like our recent joint webinar—where 82% of attendees reported feeling ready to implement their learnings—we are equipping employers with practical steps to create healthier workplaces. Together, we are committed to helping organisations create safe, supportive environments where employees can thrive."

To watch the Healthy Working Wales and HSE webinar visit HSE's YouTube page.

[webinar: Stress and mental health at work – what Welsh businesses need to know](#)

Or, [watch a version of the webinar with Welsh language subtitles on YouTube.](#)

To help employers to prevent stress and support workers' mental health, HSE launched the Working Minds campaign in November 2021, providing free resources for employers and managers.

Working Minds hinges on five simple steps based on risk assessment. They are to reach out and have conversations, recognise the signs and causes of stress, respond to any risks you've identified, reflect on actions you've agreed and taken, and make it routine.

There are six main areas that can lead to work-related stress if they are not managed properly. These are: demands, control, support, relationships, role and change. Factors like skills and experience, age, or disability may all affect someone's ability to cope.

HSE has a free online learning tool for businesses with over 12,000 people already registered with over 90% saying it was easy to use and felt they could implement what they learned in their organisation.

Helpful resources:

- [register for our free online learning](#)
- [download a risk assessment template](#)

Further information:

1. [The Health and Safety Executive](#) (HSE) is Britain's national regulator for workplace health and safety. We are dedicated to protecting people and places and helping everyone lead safer and healthier lives.
2. During Stress Awareness Month this April, employers and managers are being invited to support the campaign and complete the five steps of Working Minds over the course of the month. To read more about HSE's Working Minds campaign click [here](#).
3. To read more about Healthy Working Wales click [here](#).
4. No matter whether you're a small business or a large corporation, the law requires all employers to prevent work-related stress to support good mental health in the workplace.
5. For press and media enquiries please contact media.enquiries@hse.gov.uk.