

WORKPLACE STRESS

- “INCREASING STRESS IN THE WORKPLACE IS COSTING BRITISH FIRMS £1.24 BILLION A YEAR, ACCORDING TO A REPORT FROM PERSONNEL TODAY MAGAZINE.”
- “THE AVERAGE BRITISH WORKPLACE WASTES MORE THAN AN HOUR A DAY ON OFFICE POLITICS, RESULTING IN LOST PRODUCTIVITY COSTS OF £7.8 BILLION A YEAR, ACCORDING TO REED.CO.UK.” (TIMES ONLINE, NOV. 2007)

EFFECTS CAUSED FROM WORKPLACE BULLYING

- ACCORDING TO HSE (THE HEALTH AND SAFETY COMMISSION) REPORTS, BULLYING COSTS EMPLOYERS 80 MILLION WORKING DAYS AND UP TO £2BN IN LOST REVENUE EVERY YEAR.
- WORKERS EXPERIENCE PSYCHOLOGICAL SYMPTOMS AS A RESULT OF BULLYING E.G., ANXIETY, IRRITABILITY, DEPRESSION, WITHDRAWAL, LOWERED SELF-ESTEEM ETC. AND PHYSICAL SYMPTOMS SUCH AS DISTURBED SLEEP, LETHARGY, STOMACH DISORDERS, HEADACHES.
- ACCORDING TO HSE (THE HEALTH AND SAFETY COMMISSION) REPORTS, 87% OF EMPLOYEES HAD TAKEN SICK LEAVE AS A RESULT OF BULLYING.
- CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT REPORTS THAT MEDIATION SKILLS ARE NOT WIDELY USED IN TRAINING TO MANAGE BULLYING AT WORK (17%), ALTHOUGH THIS RISES TO 25% IN THE PUBLIC SECTOR.
- 44% OF SMOKERS REPORT AN INCREASE IN SMOKING AS A RESULT OF BULLYING AND 20% OF DRINKERS REPORTED AN INCREASE IN DRINKING ALCOHOL.
- CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT REPORTS THAT, AS WITH TRAINING IN MEDIATION SKILLS, UK HR MANAGERS ARE MORE LIKELY THAN LINE MANAGERS TO BE TRAINED IN TACKLING BULLYING/HARASSMENT AT WORK – 75% VS. 55%.
- ACCORDING TO HSE (THE HEALTH AND SAFETY COMMISSION) REPORTS, 80% OF EMPLOYEES REPORTED THAT NO OTHER EVENT IN THEIR LIFE HAD AFFECTED THEM MORE NEGATIVELY THAN BULLYING.
- CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT REPORTS THAT LINE MANAGER BEHAVIOUR IS RANKED SIGNIFICANTLY HIGHER THAN OTHERS, WITH 39% OF EMPLOYERS SAYING IT MAKES THE MOST DIFFERENCE TO TACKLING BULLYING/HARASSMENT AT WORK, COMPARED TO RESPONDING QUICKLY TO THE PROBLEM, AT 16%.

SURVEY ON WORKPLACE LITIGATION

- 79% OF RESPONDENTS SAID DISPUTES ARE NOT HANDLED VERY WELL IN MOST ORGANISATIONS.
- 65% AGREED THAT EMOTIONS AND PERSONAL PRIDE AFFECTED THEIR CHANCES OF REACHING A SOLUTION.
- 47% AGREED THAT A PERSONAL DISLIKE OF THE OTHER SIDE LED THEM INTO EXPENSIVE LITIGATION.
- 77% SAID THAT A LACK OF FOCUS ON THE WEAKNESS OF THEIR OWN POSITION CONTRIBUTED TO THE ESCALATION OF A DISPUTE. (SOURCE: FIELD FISHER WATERHOUSE SURVEY)

EMPLOYMENT TRIBUNAL FACTS

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- 77% SAID THAT A LACK OF FOCUS ON THE WEAKNESS OF THEIR OWN POSITION CONTRIBUTED TO THE ESCALATION OF A DISPUTE. (SOURCE: FIELD FISHER WATERHOUSE SURVEY)
- THE NUMBER OF WORKPLACE DISPUTES ENDING UP IN COURT ROSE BY 25% LAST YEAR, ACCORDING TO A REPORT OUT THIS WEEK.
- LESS THAN ONE IN THREE CLAIMS MADE IN 2006 WAS WITHDRAWN BY THE CLAIMANT BEFORE REACHING A TRIBUNAL HEARING, THE EEF FOUND.
- EMPLOYERS GROUP THE EEF, WHICH MAINLY REPRESENTS MANUFACTURERS, HANDLED 1,545 TRIBUNAL HEARINGS IN 2006, COMPARED WITH 1,227 IN 2005.
- THE EEF SAID THIS SHOWED THE URGENT NEED FOR THE GOVERNMENT TO IMPLEMENT THE DISPUTE PROCEDURE RECOMMENDATIONS OF THE GIBBONS REVIEW.
- PETER SCHOFIELD, EEF DIRECTOR OF EMPLOYMENT AND LEGAL AFFAIRS, SAID: "THESE FIGURES SUGGEST THAT WHILE THE GOVERNMENT HAS TRIED TO REDUCE THE NUMBER OF TRIBUNAL CLAIMS, THERE IS STILL A LONG WAY TO GO TO HALT THE RISING TIDE OF EMPLOYMENT LITIGATION."
- THE SURVEY ALSO REVEALED THAT ONLY ONE IN 50 CLAIMS PUT BEFORE EMPLOYMENT TRIBUNALS WAS UPHELD, AND THE MAJORITY OF AWARDS WERE "RELATIVELY LOW".
- MICHAEL GIBBONS REPORTED TO GOVERNMENT LAST MONTH AFTER STRONG CRITICISM FROM BOTH EMPLOYERS AND UNIONS OF THE STATUTORY DISPUTE RESOLUTION REGULATIONS INTRODUCED IN OCTOBER 2004. HE CALLED FOR A "GREATLY INCREASED ROLE" FOR MEDIATION.