**What can we do if we feel stressed at work?**

Most stress is not work related, it may be due to illness or your home circumstances.

The causes of your stress at work include: lack of job **control** about how you do your job; lack of **support** from others including co-workers and an organisational culture that does not allow for weaknesses, poor work conditions (eg noise, poor lighting, lack of space, extreme temperatures, poor ergonomics), repetitive tasks and low pay; extreme **demands** (eg long hours, high responsibility, high commitment), or very low demands leading to boredom, lack of meaning in work; poor **relationships** that don’t reduce conflicts like bullying; difficult roles causing uncertainty with poorly defined or conflicting roles: and **changes** in the organisation that aren’t managed or communicated effectively.

Skills that may help to reduce stress at work include desk and time management, goal setting and problem solving, prioritising, delegating, handling meetings and assertiveness. Other personal strategies can help stress from other causes.

The [Health and Safety Executive](http://www.hse.gov.uk/stress) offers advice.

The [Chartered Institute of Personnel and Development](http://www.cipd.co.uk/subjects/health/stress/stress.htm) website gives useful information.

Burnout describes the emotional and psychological results of long continued stress. Your enthusiasm, commitment and conflicting roles can be the starting points for the development of burnout, in which mental and emotional exhaustion can lead to apathy and revulsion.

**There are schemes to help local GPs:**

**The Cope scheme**

Don't worry - you are not alone. The COPE Scheme will be able to help you by providing:

* Counselling on a one to one basis
* Organisational advice
* Problem solving
* Emotional support

The GP safe house run by Avon LMC provides support for GPs:
[www.gpsafehouse-avon.co.uk/](http://www.gpsafehouse-avon.co.uk/)

An Independent Confidential Support and Counselling Service for training Grade Doctors in the South West funded by the SW deaneries:

**'One to One'** counselling provides the service. Phone 0845 130 5354 (4.30pm-6.30pm) each weekday. At other times email oneto.one@virgin.net

Other organisations that can help include:

**Sick Doctors trust**undertakes to provide early intervention and treatment for doctors suffering from addiction to alcohol or other drugs, thus protecting patients while offering hope, recovery and rehabilitation to affected colleagues and their families, see [Sick Doctors Trust](http://www.sick-doctors-trust.co.uk/). 0370 4445163 (24 hours)

**BMA Counselling and Doctors for Doctors Unit**for help, counselling and personal support tel 0330 1231245. This is a 24 hour 7 day a week service and gives you a choice of immediate access to a counsellor or details of a doctor-adviser who you can call directly

**Doctors' support line**help with work difficulties, anxiety, depression or family problems. The Support Line is staffed by volunteer doctors to provide peer support for doctors & medical students in the UK. Tel 0870 765 0001.

**The Medical Council on Alcoholism**Tel 0207487 4445 (Monday-Friday 9:30-5:00)

**The British Doctors and Dentists Group**
for those recovering from substance abuse [www.bddg.org](http://www.bddg.org)

**The Royal Medical Benevolent Fund** has set up a website [Support4Doctors](http://www.support4doctors.org/) that aims to put doctors and their families in touch with a range of organisations who can help