

# National Health & Safety Notice.



## Stress and Mental Health in the Workplace



## ‘Safer Working Together’

As we work in the competitive business world of Retail, we are presented with an everchanging workplace environment. It’s useful to be aware of the signs of mental ill health – please see the Mental Health Policy on the People Policies site on Walmart One to find out more. Signs of stress or mental ill health will vary, as each person’s experience of mental ill health is different, but there are some potential indicators to look out for. If you see one or more of the following signs, it does not automatically mean a colleague has a mental health condition, it could be a sign of another health issue or something else entirely. Take care not to make assumptions or listen to gossip.

Here are some potential indicators to look out for:

- impaired or inconsistent performance
- uncharacteristic errors
- increased sickness absence
- anxiety or distress
- mood changes / headaches
- indecision / joint and back pain
- loss of motivation / fatigue
- loss of humour / difficulty relaxing

It might be useful to try and avoid the following phrases, although they are well meaning, they can often cause upset:

- “Everything will be fine”
- “I know how you feel”
- “What do you have to be depressed about?”
- “Try not to be so depressed”
- “You come across as so strong”
- “It’s not that bad”
- “Well, everyone gets depressed sometimes”

Like physical illnesses, every mental health illness is different and every individual is different so colleagues’ individual circumstances should be considered. Members can request the support of a steward to attend meetings with them.

Catriona Goldhammer,  
Secretary. On behalf of:  
The National Health & Safety Forum.

ASDA  
Policy Team.

**IF YOU DON'T REPORT IT-WE CAN'T SORT IT!**

[www.gmb-asda.com/support](http://www.gmb-asda.com/support)