Occupational stress affecting consultants, consultant managers, senior nurse managers and senior managers in an NHS trust

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ABSTRACT

Aims: To study stress and its effects on consultants, consultant managers, senior nurse managers and senior managers in an NHS Acute Trust.

Methods: Asset, an organisational stress assessment tool, was used to carry out a cross-sectional, postal questionnaire study of the entire group of these staff in an NHS Acute Trust. The results were compared to normative values using a Sten chart prepared by Robertson Cooper Limited, the producers of Asset.

Results: Consultants perceived the greatest number of stressors particularly work life balance, overload and resources and communication. 73% of the target staff responded. Consultants and consultant managers perceived less strain despite consultants perceiving the most stress. This suggests a possible protective effect or under-reporting.

Conclusions: Consultants perceived the greatest number of stressors. Work-life balance is a particular stressor for consultants and consultant managers. Overload is a particular stressor for consultants and senior nurse managers. Asset is a good tool to identify areas causing stress.