Top Tips:
10 Tips to Avoid Employee Burnout

In 2017/18, 15.4 million working days were lost due to work-related stress. If not managed properly, stress can lead to emotional and physical burnout – and this is bad news for your people and your business.

So, how can you beat burnout in your workplace?

01 Make sure staff take their breaks
Remind employees that they're entitled to take breaks throughout their work day, and take steps to make sure they are doing this.

02 Don't allow too much overtime
Employees need time away from work to rest . While overtime can be useful for getting extra work done, you shouldn't expect staff to do it regularly.

03 Prevent staff taking work home
If employees often take work home, rethink how work is distributed. Make sure your workforce can handle the demands of the company.

04 Consider flexible working
This can help employees maintain a balanced work and home life, and better manage any commitments outside of work.

05 Regularly review employee performance
Identify areas where employees are struggling with workloads or workplace pressures. Consider how you can make changes to help staff cope.

06 Teach managers to look out for signs of stress
Irritableness, a drop in performance, visible fatigue, increased levels of sensitivity or deliberate isolation can all be the warning signs of burnout.

07 Encourage communication
Employees should be encouraged to speak to their managers about any issues they have in the workplace.

08 Have a zero-tolerance for bullying
Burnout can result from emotional stress, too. Ensure all employees understand that instances of bullying, harassment or discrimination will not be tolerated.

09 Use an Employee Assistance Programme (EAP)
EAPs offer support inside and outside of the business. They include confidential advice lines that staff can call up if they need to talk about any work issues.

10 Create and maintain a wellbeing policy
This should outline the support you offer to any employees suffering from workplace stress or burnout.