



## **Reducing Stress within the Rehabilitative Work Setting – A Report on the ROSE Project**

**John Wells, Margaret Denny, Jennifer Cunningham, Laura Widger**

[mdenny@wit.ie](mailto:mdenny@wit.ie)

Waterford Institute of Technology (Ireland)

### **Abstract**

#### **Background**

Reducing Occupational Stress in Employment (ROSE) is an EU funded project that aims to develop a combined person and work directed stress management programme to improve the long-term retention of staff in the vocational rehabilitation sector for mental health and intellectual disabilities.

#### **Aim and objectives**

This paper reports on the results of the stage one data analysis amongst five EU countries on organisation and personal factors relating to work place stress. This paper will:

Present data on organisation and support mechanisms prevalent in rehabilitation settings for mental health and intellectual disability services.

Report on the findings of the Job Content Questionnaire (JCQ) as this relates to work place stress.

#### **Method**

The research design consists of a mixed method approach, utilising a cross-sectional design and focus groups. Data was collected from manager and support workers( N=60) and analysed ( from 5 central locations in countries across Europe. Statistical analysis was conducted through entry into SPSS Version 15. Data derived from focus groups was entered into computer aided qualitative data analysis software 'NVivo 8'.

#### **Analysis and Results**

Qualitative results indicate variation between managers and support workers in terms of perspectives on stress.

Results from the JCQ suggest variation in terms of psychosocial job stressors between countries.

#### **Recommendations**

Based on these results stress management procedures are notably lacking within this sector across Europe. The results indicate the need for a person and work directed stress management intervention in this sector.