



Health and Safety

for congregations

Burnout

- Applying principles of good role design (e.g. provide staff and volunteers tolerable work demands, adequate support, supervisor and control over how they perform their function)
- Clearly defining roles and activities
- Promoting a workplace culture that is inclusive, destigmatises mental ill-health and encourages help-seeking behaviours, like accessing the employee assistance program
- Establish achievable workloads for the skills and knowledge of the individual
- Rotate tasks which are repetitive or highly demanding
- Educate staff and volunteers to identify early signs of distress and where to get help. Refer to our resource found **here**
- Educate workers on effective coping strategies, and how to maintain healthy boundaries