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Sarmila Sinha

Living Life Stress Free, UK

Stress and its management at workplace

Introduction: Stress is the overall physiological and psychological impact on a person in response to adverse or uncomfortable actual events or perceived events. Stress can occur acutely in response to specific triggers and can resolve when the trigger is absent or is settled, Physiology of Stress: Stress manifests through two main systems of the body: A. Autonomic Nervous System or ANS B. Hypothalamic- Pituitary - Adrenal axis (HPA): Physiological effect: these include the symptoms manifested by the body through the release of adrenaline and noradrenaline: such as increased heart rate, increased blood pressure etc. Effects of chronic stress: Chronic high levels of cortisol in the body have some adverse effects as it can lead to memory problems, the lower immune system thus making the body prone to infections, increase weight, blood pressure and a host of other health consequences. Chronic stress has been strongly implicated in cardiovascular diseases, diabetes, hormones and so on. Stress at workplace: Stress can affect the productivity of the staff and the employer overall. It is challenging to predict stress for the team as the issues may vary individually. Nevertheless, some common factors that may affect stress include workload, capacity issues, staff burnout, not having protected break-time, etc. Strategies for managing stress at work: The NHS Constitution (October 2015) includes a commitment to 'Provide support and opportunities for staff to maintain their health, wellbeing, and safety.' An initiative by a London NHS Trust – (the author was a Health and Well-Being ambassador in the NHS Trust) to support colleagues a workplace, to promote healthy lifestyle, relaxation strategies at work and listening to any concerns.

Biography

Sarmila Sinha is a Consultant Psychiatrist, Author and Motivational speaker based in the UK. She is a member of the Royal College of Psychiatrists and Fellow of the Complementary Medical Association. She has been a Health and Well-Being Ambassador for doctors in NHS and has over 15 years of experience as a Psychiatrist in the UK. She is the founder of Living Life Stress Free Ltd, a registered college of the Complementary Medical Association, providing Stress Management courses, workshops for professionals and entrepreneurs.

sarmilasinha@googlemail.com