**Supporting Staff – Burnout – Health and Safety**

**Burnout** is a defined as a type of pyschological stress. B**urnout** in ones job is often characterized by tiredness to the point of exhaustion, a lack of enthusiasm to the point of total disinterest and lack of motivation to the level of inertia plus feelings of ineffectiveness, and also at time expressions of frustration and cynicism all resulting in a result reduced efficacy in ones job and work place.

Occupational burnout is often found within service professions inclusive of social workers, nurses, educators, lawyers, engineers, doctors, customer service representatives, and police. Such professions are frequently have high-stress work environments and emotional demands in the job roles associated with these professions which of themselves are frequently managed by former high performers in the profession and/or “managers” with limited knowledge other than how to achieve outcomes and a bottom line.

A less serious version of *burnout* occurs when staff become disengaged and demotivated in their job role in part it seems to avoid the next step to burnout. This can have frustrating consequences for fellow workers.

Burnout is becoming a more common result as the modern workplace changes. Environments in which employees work often contribute to causes of burnout. Often economic values are placed ahead of human values. Burnout occurs more often when there is a mismatch between the nature of the job and the person doing the job. A common indication of this mismatch is work overload. It involves doing too much with too few resources, going beyond personal limits. This may occur in a situation of downsizing, which often does not reduce a company's mandate, but allocates it to present employees.

As you read the above description of burnout ask the question is there relevance to you and your place of work.

On the question of workplace Health and Safety in regard to the likely cause leading to burnout what principles should govern the setting of policies and procedures in the workplace that would help to avoid burnout amongst employees

You may have noticed some peculiar aspects of the international education profession that contributes to burnout amongst those who work in the sector. If so please identify them and any recommendations you would have for change to ensure the profession becomes a healthier and safer one to work in.