



NEBOSH HSE Certificate in Managing Stress at Work

Qualification guide for Learners

**The National Examination
Board in Occupational Safety
and Health (NEBOSH)**

Dominus Way,
Meridian Business Park,
Leicester LE19 1QW

Tel: +44 (0) 116 263 4700
Fax: +44 (0) 116 282 4000
Email: info@nebosh.org.uk
www.nebosh.org.uk

Version: 1.2
Specification date: April 2022
Publication date: January 2023

Registered Charity Number: 1010444

© NEBOSH. All rights reserved. No part of this publication
may be reproduced, stored in a retrieval system or transmitted
in any form, or by any means, electronic, electrostatic,
mechanical, photocopied or otherwise, without the express
permission in writing from NEBOSH.

Qualification overview

Qualification overview

Qualification key features

Unit prefix and title:	Unit MSW1: Identifying and managing workplace stressors	
Assessment	Assessment Type	Assessment Time
Unit MSW1:	Multiple-choice assessment	1 hour
Modes of study:	Taught (face-to-face) Open, distance, part-time or block release eLearning	
Notional learning hours:	Taught hours: 6 hours Assessment: 1 hour Total hours: 7 hours	
Qualification level:	Notional SCQF Level 7 / RQF Level 4	
Entry requirements:	None	
Recommended minimum standards of English:	Learners: International English Language Testing System score of 6.0 or higher Tutors: International English Language Testing System score of 7.0 or higher	
Languages available:	English	
Assessment dates/ registration:	On-demand only. Registrations can be made at any time pre-course and up to 10 working days from the assessment date.	
Pass standards:	A 'Pass' (score of 60% or higher) must be achieved in Unit MSW1.	
Qualification grades:	Pass Refer	

Qualification summary

Who is the qualification designed for?

The qualification is suited to anyone responsible for managing and reducing work-related stress within their organisation. This includes line managers, Human Resource employees, occupational health workers and health and safety professionals.

Benefits for students

The NEBOSH HSE Certificate in Managing Stress at Work qualification will give you the knowledge to be able to recognise the causes and effects of stress; identify work-related stress risks within your workplace; and apply suitable interventions to prevent and reduce stress. The syllabus and accompanying learning materials have been developed by NEBOSH, in conjunction with Great Britain's Health and Safety Regulator, the Health and Safety Executive (HSE), and are based on published HSE guidance.

You will learn:

- The business case for addressing workplace stress and associated mental health issues.
- The legal requirements, roles and responsibilities for managing workplace stress.
- How to recognise the signs and effects of workplace stress.
- How to identify the six aspects of workplace design which can cause workplace stress and mental ill health.
- How to apply the HSE's Management Standards approach to identify and assess work-related stress risks.

- How to develop suitable interventions to reduce the causes and effects of workplace stress.

Benefits for employers

The NEBOSH HSE Certificate in Managing Stress at Work will help you to:

- Have confidence as your team will be trained in HSE's current approach to managing and controlling stress at work.
- Ensure your organisation has valuable in-house expertise for recognising and managing the signs and effects of stress on your workers.
- Upskill your teams so they can assess workplace stress risks to the right standard, and identify where external expertise is required to support your workers.
- Create a safer and healthier work environment.

Notional learning hours

It is expected that this qualification will be delivered over the equivalent of one day (depending on the mode of study).

Programmes offered by NEBOSH Learning Partners

Details of NEBOSH Learning Partners throughout the world can be found on NEBOSH's website. Please contact the Learning Partners directly to find out how their course will be structured.

Qualification summary

Achieving the qualification

The qualification has one unit assessment: a multiple-choice assessment. It is an open-book assessment, so you will be able to refer to your course book and notes. You will be presented with a realistic workplace scenario, and asked 20 multiple-choice questions based on the course learning outcomes (see 'Syllabus'). The aim of this assessment is for you to practically apply your knowledge and understanding gained from your studies of the MSW syllabus.

You must achieve a 'pass' (60% or higher) to be awarded the qualification.

Date of assessment

Your assessment will normally take place at the end of the day's training (if taught in one day). If you are studying by distance or eLearning, you should have access to the assessment once you have completed all course content. You will have one hour to complete the assessment.

Registration

Your Learning Partner will register you for the MSW1 unit assessment. Registration can be made at any time pre-course delivery, and up to 10 working days post-assessment.

Submission of the assessment

If taught face-to-face, you should leave your completed assessment with your course tutor for marking at the end of the day's training. If you have studied

via eLearning, course tutors will provide you with information on how to submit your assessment.

To avoid any malpractice issues the course tutor must confirm each learner's identification before they undertake their course of study. Your assessment must be entirely their own work. By submitting your assessment for marking, you are declaring that it is your own work. Falsely claiming that an assessment is your own work is malpractice and NEBOSH may impose severe penalties, as set out in the NEBOSH Malpractice Policy.

Marking

Your Learning Partner will mark your assessment. You will receive a 'Pass' (60% or higher) or 'Refer' (59% or lower) for your assessment. Your Learning Partner will provide you with more support in the event of a referral result, and register you for another date to re-sit your assessment.

Results

We aim to issue results within 24 working days of the date of the assessment. However, results may be issued after the deadline dependent on any moderation undertaken.

Re-sitting units

You may re-sit your unit assessment if you were referred. There is no limit to the number of times you can resit a unit.

Qualification summary

Individual learner feedback

For more information on the assessment feedback provided for this qualification, please visit the [NEBOSH website](#).

Syllabus

Syllabus

Syllabus summary, learning outcomes and assessment criteria

Element summary		Learning outcome On completion of this course the learner will be able to understand:	Assessment criteria
1	Key principles	1.1 Understand common terms and the relationships between work-related stress, pressure and mental health/mental illness 1.2 Understand the prevalence and costs of stress and mental ill-health in the workplace 1.3 Recognise the signs and effects of work-related stress 1.4 Understand the responsibilities of employers to workers relating to work-related stress (including the role of health and safety, HR, Occupational Health and line management)	Respond to a workplace scenario, identifying the causes of stress and recommending interventions to reduce and manage the effects.
2	Identification of risk	2.1 Understand the causes of workplace stress 2.2 Apply the HSE's Management Standards	
3	Implementing interventions	3.1 Develop practical options to address and reduce workplace stressors 3.2 Develop practical options to manage effects of stress and its impact in the workplace 3.3 Develop ways to continually improve the workplace	