



Psychosocial Risks and Mental Wellbeing at Work

International Workers'
Memorial Day: 28 April 2026

Together, We Honour. Together, We Protect.

International Workers' Memorial Day: 28 April 2026

In 2026, we honour every worker whose life has been cut short, shattered or forever changed by work. This year's theme highlights one of the most urgent and fastest-growing dangers facing workers today: psychosocial risks.

HSE statistics show that 1 million workers are suffering from work-related stress, depression or anxiety – the leading cause of work-related illness. Many face excessive workloads, low staffing, unfair targets, discrimination and hostile cultures. These pressures harm mental health and contribute to long-term illness and preventable deaths. It's vital to spot the signs early, challenge unsafe practices and push for safer, healthier workplaces.

The TUC, ITUC and Hazards movement warn that psychosocial risks are rising due to:

- New technologies and algorithmic management.
- Surveillance and productivity monitoring.
- Workplace abuse and violence.
- Climate stress, job pressures and organisational change.

What Workers Need

- Safe workloads and realistic demands.
- Fair, predictable hours.
- Respectful workplaces free from bullying and harassment.
- Control and autonomy in their role.
- Protection from excessive monitoring or algorithmic decision making.
- Clear support for mental health concerns.
- Full consultation through trained union Health and Safety Reps.

What Employers Must Do

Employers have a legal duty to protect workers from psychosocial harm by:

- Carrying out suitable and sufficient risk assessments.
- Redesigning unsafe work and removing harmful pressures.
- Ensuring safe staffing levels and fair targets.

- Providing meaningful support, training and reporting routes.
- Actively involving union Health and Safety Reps in all decisions.
- Eliminating discriminatory or harmful management practices.

Psychosocial risk cannot be fixed by 'resilience', apps or wellbeing posters – it requires changing the way work is organised.

How Union Reps Make the Difference

Organising

Using the power of the collective voice, union reps can organise workers around unsafe pressures, excessive stress, bullying cultures and harmful monitoring systems. By using the Usdaw Health and Safety Matters Stress Questionnaire, issues can be highlighted.

Consulting

Using their legal functions, Health and Safety Reps listen to members' experiences, identify psychosocial risks such as unrealistic workloads, harassment or unfair targets, and raise these directly with employers. Reps can use the results of the questionnaires to drive for improvements in their workplace.

Protecting

Using the Union's bargaining strength, reps protect workers by ensuring employers redesign harmful work practices, eliminate toxic behaviours, prevent mental-health-related harm and promote dignity, fairness and wellbeing. Unions make sure work is safe for all.

Marking IWMD 2026

You can help raise awareness by:

- Arranging a workplace display.
- Wearing the purple 'Forget Me Not' ribbon.
- Attending local IWMD events run by trades councils and Hazards Centres.
- Visiting online memorial spaces such as the TUC Memorial Wall.
- Sharing solidarity messages using #IWMD2026.



Scan the QR code to order your Forget Me Not ribbon. Or visit: www.usdaw.org.uk/hazardsIWMD

Ushaw Stress Questionnaire:



Scan the QR Code to access our Stress Questionnaire: this can be printed and circulated to your colleagues to complete: www.usdaw.org.uk/stressquestionnaire. Use the findings to identify any potential concerns and raise them with your employer.



Strong laws - Strong enforcement - Strong unions
www.28april.org #IWMD26

More Information

Usdaw Nationwide

Wherever you work, an Usdaw rep or official (Area Organiser) is not far away. For further information or assistance, contact your Usdaw rep or local Usdaw office. Alternatively, you can phone our Freephone Helpline **0800 030 80 30** to connect you to your regional office or visit our website: www.usdaw.org.uk

You can also write to the Union's Head Office. Just write **FREEPOST USDAW** on the envelope and put it in the post.

Join Usdaw

You can join online at:
www.usdaw.org.uk/JoinUs



Scan to
join today

What Happens Next

Once we process your application, you will receive a membership card with our Helpline telephone number and a New Member's Pack giving details of all the benefits and professional services available to you.



www.usdaw.org.uk

Our publications are regularly updated. View the latest version at: www.usdaw.org.uk/IWMDleaflet



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