

## Guidelines to Become an ISMA<sup>UK</sup> Member

Professional Membership level of ISMA<sup>UK</sup> is available to those persons who have satisfied ISMA<sup>UK</sup> of their level of skills, knowledge and experience in relation to the prevention and management of stress both at work and in other settings.

This may be achieved by demonstrating the acquisition of skills, knowledge and experience based on a recognised professional training, plus two years' relevant experience.

To meet the criteria of Professional Membership Level, applicants should have successfully completed a programme of relevant training, comprising of no less than 14 hours taught and 20 hours self-directed study (e.g. reading, pre/post course work)

Such training programmes should offer evidence that applicants are able to provide professional Stress Management services in one or more of the following categories:

[Category A requires topics 1 and 3 are included in the training course.](#)

- A. Practitioner working in private practice to support individuals and small groups.

[Categories B, C, and D requires topics 1 and 2 are included in the training course:](#)

- B. Employee providing support to individuals and small groups.  
C. External consultant providing services for organisational development: strategic development and personal development support.  
D. Employee providing services for organisational development E.g. strategic development and personal development support.

*\*If you wish to have the ability of working in all 4 categories, then you need to have a training course(s) that includes all 3 topics.*

### Advisory Note:

- There are numerous courses available with various content and prices. Online, physical attendance and combinations of both.
- Courses may be called certificate or diploma in stress management, but it is the course content that is the criteria to finding a suitable course for ISMA<sup>UK</sup> membership, rather than the title, or the minimum number of hours offered.
- The depth and breadth of the material taught may provide an indication as to the number of hours required, be it face to face contact, online with webinars/videos, and combined with self-study.
- Evaluating the accreditation of the course itself is useful, including how your work is assessed at the end of the course E.g. examination, internal or external assessment.

Listed below are the three Topics with their content headings that are to be covered on any training course for ISMA<sup>UK</sup> membership. You need to include at least two of the following topics, one of which must be Topic 1:

## Topic 1. Understanding Stress

**Content:** This is a core requirement for ALL training courses.

- Definitions of stress, resilience & well-being.  
\*ISMA<sup>UK</sup> requires the HSE 1999 definition of stress is used (see PDF download Definition of Stress)
- Fight or Flight
- Models of Stress
- Basic anatomy and physiology
- Physiological impact of stress
- Impact of stress on emotional and mental health
- Internal and external causes of stress.
- Symptoms of stress - physical, psychological, emotional behavioural
- Resilience - what makes a person resilient

## Topic 2. Frameworks for Stress Prevention & Management - Organisational

**Content:**

- The Wellbeing and Performance agenda (culture, management, including the role of line managers, and working environment)
- The legal framework
- Organisational risk factors (overview of HSE Management Standards 2009)
- Cost to organisation (financial and human resources)
- Psychological presenteeism
- Stress risk assessment, individual and/or organisational
- Strategies available - (individual and organisational)
- 3 levels of intervention (HSE - primary, secondary and tertiary)
- Linking to Wellbeing & Performance - how to implement the ISMA<sup>UK</sup> Charter within an organisation
- Ways to monitor and evaluate progress
- Examples of useful resources

## Topic 3. Frameworks for Stress Prevention & Management - Individual

### Content

- The legal framework (an overview of the HSE Management Standards 2009)
- Evidence base for effective interventions (physical, mental, behavioural, emotional)
- Linking the above to Well-being & Performance
- Linking specialist areas into the ISMA<sup>UK</sup> Charter framework (implementation and best practice)
- How to monitor and evaluate progress
- Useful resources

### Qualifying Member Criteria

- Two year's relevant experience. (Please contact the administrator if you have a question regarding your experience)
- Have successfully completed a qualifying programme(s) of relevant training which means you are eligible for ISMA<sup>UK</sup> 'Professional Membership level. \*See the above content sections
- Agreement on becoming a member, to comply with ISMA<sup>UK</sup>'s Professional Code of Conduct and to facilitate the implementation ISMA<sup>UK</sup> Charter, as it applies to your own professional practice.
- You confirm and agree that by accepting membership of ISMA<sup>UK</sup>, you will have current and valid Professional Indemnity Insurance for the duration of your membership.
- Two professional references are required that have known, and/or worked with you, for a minimum of 1 year. E.g. Clients or senior colleagues where you have worked.

### Membership Benefits Include:

- ISMA<sup>UK</sup> Membership Certificate.
- Use of ISMA<sup>UK</sup> Professional Member logo to be used on publicity materials and on your website.
- Designation of MISMA after your name.
- ISMA<sup>UK</sup> Charter Certificate and logo to be used on publicity materials and on your website
- 2 x one hour free mentoring with an ISMA<sup>UK</sup> Fellow, within the first year of your membership
- Ability to have ISMA<sup>UK</sup> Course Recognition
- Free listing on ISMA<sup>UK</sup> register of Practitioners.
- Free listing of books in our on-line library.
- Discounted annual conference tickets.
- Eligible to participate in International Stress Awareness Week and use of the NSAD logo (NSAD is a part of the International Stress Awareness Week).
- Professional peer networking / Professional Mastermind networking opportunities
- Your right to vote at the AGM and on other occasions when required.

### Your Next Step

Don't hesitate to contact us if you need any help and we look forward to hearing from you soon.

Email: [admin@isma.org.uk](mailto:admin@isma.org.uk)