



# BREAKING POINTS: MENTAL HEALTH AND WELLBEING IN FORESTRY

Survey Report 2026

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## FOREWORD

The health and wellbeing of the country's woods and trees, has rightly been something to concern all who understand their importance to our way of life.

Only well-managed woods, which are resilient to threats such as climate change, weather events, pests and disease, can provide the full range of ecosystem services upon which we depend. It is therefore equally imperative that we have a workforce capable of undertaking this vital work on our behalf.

Forestry professionals face particular pressures and challenges, from physically demanding work in remote environments, financial pressures, and sometimes abuse from communities who do not understand their work. In 2024, the forestry sector started to discuss these issues, which led to the Breaking Points survey being undertaken in 2025. By exploring the experiences of people across the forestry workforce, this report highlights the special nature and severity of the challenges they face, and also the opportunities we have to better support them, and make our forestry workforce more resilient. We simply must address the mental wellbeing of those who work in our sector, and I sincerely hope this report will provide the evidence and impetus to bring about the change we need to see.



I would like to thank everyone who has contributed to this report: especially, the Forestry Commission (who funded much of this important work), all who responded to the Breaking Points survey, the many individuals who have shared their stories with me, and all members of the Wellbeing in Forestry Group, which I am honoured to Chair. I would especially like to thank the report's author, my colleague Jen Turner, who has already done so much to guide and drive this important agenda.

**Christopher Williams**  
*RFS Chief Executive*

## INTRODUCTION

The forestry sector has worked hard to improve its physical safety record in recent decades. Improvements in safety awareness and equipment have reduced the severity and frequency of fatal and life changing incidents in our sector over the last decade. This is supported by published data (Forest Research, 2025), which show that the total accident rate per 1,000 employees in forestry has declined between 2019 and 2024. The issues surrounding mental health and wellbeing in forestry have not been addressed to the same extent.

Mental health data relating to poor health, injuries and deaths in forestry are thought to be under recorded and incomplete, making it difficult to quantify the extent of the problem. However, most people in forestry know someone who has

been severely affected by issues surrounding mental health. A working group comprising representatives from the, Royal Forestry Society (RFS), Confederation of Forest Industries (Confor), Forestry Commission, Forestry Contracting Association (FCA), Forest Industry Safety Accord (FISA), Institute of Chartered Foresters (ICF), the Royal Agricultural Benevolent Institution (RABI), the Royal Scottish Forestry Society (RSFS), the Small Woods Association and private sector consultants and contractors has identified this knowledge gap and carried out a survey (comprising open ended questions in relation to industry related stressors) of past and present forestry sector workers in 2025

## CONTEXT

The latest suicide data show that, over the last 15 years, the number of suicides in England appear to be increasing (Samaritans, 2024). Data, published by the Office for National Statistics (2025), the National Records of Scotland (2024), the Northern Ireland Statistics and Research Agency (2022) and the Central Statistics Office (2025) also show that significantly more men than women in England, Wales, Scotland, Northern Ireland and Ireland commit suicide. These data also show that males aged 50-54 years in England and 45-49 years in Wales have higher suicide rates than any other group.

These data are particularly concerning for the forestry sector where a large proportion of the workforce is male and fall into this higher risk age group. People working in the forestry industry are also frequently exposed to other risk factors for poor mental health and higher suicide risk (such as rural isolation, lack of financial stability and the transient nature of job roles).

Across all nations in the UK there is a growing movement of forestry professionals, championing and advocating for better wellbeing and support for mental health. There are also increasing concerns that current provision of mental health services and interventions to prevent poor mental health for those working in forestry is insufficient.

### About this Report

This report presents the findings from the 2025 'Breaking Points' survey of past and present forestry sector workers. It examines stressors and connectedness amongst people in the forestry sector in relation to their work. The report is designed to provide more information on the type, extent and severity of mental health and wellbeing issues in forestry. The hope is that the data presented in this report can be used to inform and guide future interventions to improve mental health and wellbeing for those working in and interacting with the forestry sector.

## METHODOLOGY

A survey of past and present forestry sector workers was conducted in 2025. The survey (shown in Annex 1) comprised the following open-ended questions:

- **What are the things that cause (or have caused) stress?**
- **Do/did you get regular opportunities to talk about these issues with people that you trust (by regular we mean at least once a week)?**
- **Anything else you'd like to add?**

Survey respondents were also asked to self-select the type (or types) of forestry role they are (or were) involved in so that differences between different types of forestry role could be examined.

These data were analysed using automated coding via Microsoft Copilot. Manual coding of the complete dataset was also completed to test the validity of the output from automated coding. Detailed survey methodology is given in Annex 2. Full transcription of the commands used to analyse the dataset are given in Annex 3.

## RESULTS

### Core Themes of Stress in Forestry and Woodland Work

Seven core themes of stress in forestry and woodland work have emerged from the analysis of survey data. These are:

- **Financial Insecurity & Cash Flow**
- **Physical Danger & Safety Concerns**
- **Mental Health Strain**
- **External Constraints & Bureaucratic Pressure**
- **Communication & Cultural Barriers**
- **Skills & Training Gaps**
- **Public Perception & Respect**

These core themes are explored in more detail below.

### 1. Financial Insecurity & Cash Flow

Many survey respondents reported financial worries as major causes of stress, and 76% of survey respondents cited financial issues as their top stressor. These were often linked to late payments for completed work, low wages or rates of pay, and inconsistent income. Pressure is felt across the forestry sector to accept poor rates of pay (even for skilled and experienced workers). Payment systems, particularly payments for timber are outdated and no longer fit for purpose. The high cost of insurance, fuel, Personal Protective Equipment (PPE), training and equipment (including machinery maintenance) is adding to the financial burden for those working in forestry.

There appears to be a lack of financial safety nets, particularly for self-employed workers who are less able to afford machinery breakdowns or time off work for sickness or injury recovery.

## RESULTS (CONTINUED)

### 2. Physical Danger & Safety Concerns

People working in forestry feel that there is pressure to compromise personal safety in return for productivity or perceived value for money. 62% of respondents to our Breaking Points survey described working in unsafe or high-risk conditions. Unsafe working conditions can be exacerbated by poor weather, poor planning, poor site coordination or pressure to meet deadlines. Machinery frequently breaks down and may be subject to inadequate maintenance. This, in turn, increases the occurrence of unnecessary risks.

There is thought to be a lack of access to adequate PPE, safety training and support when things go wrong. Although some businesses and organisations take a proactive approach to risk management, near-miss, incident and accident reporting, these processes are not well developed or widely accepted across the sector (see Communication and Cultural Barriers below).

The increasing number of trees affected by pests, diseases and storms are increasing the number of high-risk tasks that need to be undertaken by those working in the forestry sector.

### 3. Mental Health Strain

44% of survey respondents shared explicit mental health struggles. 35% of respondents mention chronic burnout or emotional exhaustion (including the emotional burden of supporting others without support oneself) and 18% of survey respondents made direct references to grief, trauma or Post Traumatic Stress Disorder (PTSD) linked to accidents and fatalities. 40% of respondents expressed deep concern or anxiety about the future of the sector, job stability or climate change.

Responses also frequently refer to isolation and loneliness when working in forestry roles, especially among contractors and remote workers.

### 4. External Constraints & Bureaucratic Pressure

Many survey respondents have felt significant pressure from external elements of their work, such as budget constraints or unreasonable client or landowner demands. Many forestry workers feel that work is under-resourced and that there is increasing pressure to deliver more with less money and less resource. Those working in forestry take on a high level of responsibility for the health and success of trees and woodlands under their care but, in practice, they have limited influence over outcomes, especially with increasing risks to trees from pest, diseases and severe weather events.

Statutory responsibility, red tape, the complexity of forestry policy and grants and licencing issues are also a source of frustration and additional stress for those working in forestry.

### 5. Communication & Cultural Barriers

Poor communication and unhealthy workplace cultures (characterised by pervasive negative behaviours such as a fear of judgement or repercussions when speaking up and resistance to openness and vulnerability) are common experiences for those working in forestry. Many survey respondents reported that support systems exist “in theory” but not in practice. High staff turnover often contributes to poor crew dynamics and breakdowns in team cohesion.

## RESULTS (CONTINUED)

Managers and supervisors are often required to work across multi-organisational teams which can cause a lack of clarity in team roles and expectations (and they often lack clarity over their own roles and expectations from their clients and stakeholders).

Although gender-based exclusion did not emerge as a core theme during the analysis of this survey data, several survey responses refer to the unequal treatment or marginalisation of individuals in forestry roles (usually women) based on their sex or gender identity.

### 6. Skills & Training Gaps

There appears to be a level of frustration amongst those working in forestry with outdated training standards and inconsistent access to training. There is also a feeling that traditional and manual skills lack investment from employers and the sector as a whole.

Many feel that those coming into forestry, (particularly in entry level and early career roles) lack the skills and knowledge they require, and this results in poor quality work. Competition from these under-qualified or under-skilled workers is undermining skilled roles. Experienced forestry workers are reporting that people coming into forestry roles have fewer skills and less knowledge than those people who came into equivalent roles in the past. Early career forestry workers are reporting a lack of investment in their skills and training and poor on-boarding practices.

### 7. Public Perception & Respect

The results of this survey show that forestry workers feel undervalued by their clients, the public, and by policymakers.

Survey respondents have reported hostility, aggression and a lack of understanding from landowners, clients and other stakeholders in relation to forestry work, particularly when factors such as staff illness, machinery breakdowns, poor weather or tree failures affect project timeframes or budgets. Many report a lack of recognition or respect for skilled work and high-quality outputs and feel that they are seen as expendable or replaceable.

Woodland management practices (especially felling, thinning, remedial tree work and pest control) is poorly understood by the public. Aggressive behaviour and hostility towards those who cut down trees and control deer and grey squirrel is commonplace, and stems from a lack of understanding as to why these practices are carried out. Forestry work is also often misrepresented and negatively portrayed in media, which increases misunderstanding and helps to normalise and justify hostile and aggressive behaviour towards forestry workers.

## PRIMARY THEMES OF STRESS IN DIFFERENT ROLES

Stress in our sector is widespread, deeply felt and often unspoken. This appears to be true across multiple role types, with many workers experiencing stress as a constant backdrop.

Survey respondents were asked to self-select their roles from the list in Table 1. The number and percentage of respondents who self-selected different role types are shown in Table 1 below.

ROLE TYPE	NUMBER OF RESPONDENTS	%
Forest manager	270	50
Estate forestry	174	32
Self employed	160	30
Forest craftsperson	126	23
Arborist	122	23
Traditional skills	96	18
Forestry contractor	84	16
Silviculture	79	15
Harvesting forester/manager	74	14
Machine operator	62	12
Urban forestry	54	10
Administrative/support	50	9
Forest educator	48	9
Plant science or researcher	38	7
Sawmilling	38	7
Forest nurseries	23	4

Table 1. The number and percentage of respondents who self-selected different role types

## PRIMARY THEMES OF STRESS IN DIFFERENT ROLES (CONTINUED)

A summary of the distinct primary stress themes, experienced by different types of roles in the forestry sector is given in Table 2 below. The

percentage of survey respondents in selected role groups who cited different causes of stress is shown in Table 3 below.

ROLE CATEGORY	DISTINCT PRIMARY STRESS THEMES	IMPACT
<b>Self-employed workers</b>	Cash flow instability. Affordability and appropriateness of insurance. Isolation Unpredictability of work schedule.	High vulnerability due to lack of financial safety nets. Minimal peer interaction.
<b>Arborists</b>	Undertaking high-risk tasks with little reward or recognition. Crew dynamics and communication between crew members can be poor. Imposter syndrome.	Emotional strain from feeling undervalued. Unsafe conditions.
<b>Machine operators</b>	Equipment failure. Remote and isolated work. Deadline pressure. Hostility and lack of understanding from the public.	Isolation and stress from mechanical issues. Pressure from constant (often competing) demands. Lack of Understanding? and abuse from public.
<b>Managers, supervisors and consultants</b>	Budget stress. Unrealistic or competing stakeholder expectations. Emotional burden of supporting others.	Pressure from responsibility without control. Burnout from supporting others.
<b>Craftspersons and manual workers</b>	Physical fatigue. Low wages. Lack of recognition.	Emotional exhaustion. Frustration from feeling undervalued for skilled labour.

Table 2. Distinct primary stress themes for selected roles.

## PRIMARY THEMES OF STRESS IN DIFFERENT ROLES (CONTINUED)

Role Group	Financial stress	Safety risk	Isolation/loneliness	Public hostility	Training/skills gaps	Policy/bureaucracy stress	Emotional stress/poor mental health
Self employed	94%	78%	63%	47%	53%	32%	41%
Arborists	89%	92%	46%	39%	68%	21%	56%
Machine operators	87%	85%	59%	42%	49%	28%	38%
Managers/supervisors	72%	61%	38%	33%	41%	57%	44%
Craftspersons/manual workers	78%	66%	51%	36%	46%	29%	40%

Table 3. Percentage of survey respondents in selected role groups who cited different causes of stress

- **Financial stress** is extremely high among self-employed (94%) and arborist (89%) roles, highlighting an urgent need to address this issue.
- **Safety concerns** dominate arborist (92%) and machine operator (85%) roles.
- **Isolation and loneliness** are most prevalent among self-employed (63%) and machine operators (59%), suggesting that targeted mental health interventions are needed for lone-worker roles.
- **Policy and bureaucracy** stress is most acute among managers/supervisors (57%), pointing to systemic inefficiencies and leadership strain.
- **Emotional and mental health struggles** are highest among arborists (56%) and managers (44%), reflecting the emotional toll of frontline and leadership positions.

## SUPPORT NETWORK AVAILABILITY

Research shows that social support can help to build resilience to stress, make stress easier to manage (Mind, 2025) and help us recover quicker from stressful events (Løseth et al., 2022). Only 43% of our survey respondents said that they

had the opportunity to regularly (at least weekly) discuss causes of stress with someone that they trust. 26% of respondents said that they had some support and 31% said they had no regular or reliable support network.

## CONCLUSION

### **Stress is widespread, deeply felt, and often unspoken in the forestry sector.**

Stress appears to be “rife” across all roles in forestry and many workers experience it as a constant backdrop. It is often normalised or hidden, especially among contractors and those in isolated roles. The emotional toll is compounded by a lack of safe spaces to talk, fear of judgement, and cultural resistance to vulnerability.

### **Financial pressure is a major driver of stress.**

Late payments, low rates, and inconsistent income are core stressors and workers (particularly those who are self-employed) face high costs with little financial buffer. Many feel forced to accept poor rates of pay due to oversupply of labour and lack of alternatives. These financial stresses directly impact mental health and decision-making on safety.

### **Safety is being compromised by stress and systemic failures.**

Stress leads to lapses in concentration, higher incidences of risk-taking, and reduced safety margins. Workers are reporting unsafe conditions, often arising from poor planning or pressure to cut corners. There is a clear link between mental strain and physical danger, especially in high-risk roles.

### **Mental health support is patchy and inaccessible for some workers.**

Many workers feel unsupported, especially in moments of crisis or burnout. Existing support structures often don't work in practice or are poorly communicated. There is a strong desire for industry and role-specific, proactive support and tools to improve mental health and wellbeing in forestry (not generic resources adapted from other sectors).

### **Training and standards are inconsistent.**

Workers report frustration with outdated training, poor onboarding, and increasing acceptance of lower standards. Skilled roles are undermined by unqualified workers and a lack of investment in manual skills. There is a call for clearer pathways, better mentoring, and recognition of experience.

### **Communication breakdowns fuel stress.**

Poor team dynamics, unclear expectations, and a lack of feedback loops are common. Many workers feel isolated or unheard, especially in dispersed or freelance roles. Cultural barriers to openness exacerbate the issue.

## CONCLUSION (CONTINUED)

### External pressures undermine wellbeing.

Budget constraints, stakeholder demands, and policy and grant complexity create chronic stress and there is a disconnect between frontline realities and decision-making structures. Many people working in forestry feel responsible for outcomes they cannot control.

### Public appreciation of forestry and sector respect are low.

Forestry workers feel undervalued by clients, the public, and policymakers. Many feel that skilled work (particularly manual and traditional skills) is undervalued and often taken for granted. Misrepresentation and negative portrayal of forestry in the media, increases misunderstanding and helps to normalise and justify hostile and aggressive behaviour towards forestry workers.

### Stress is cyclical and self-reinforcing.

Stress leads to poor decisions, which lead to more stress. Burnout reduces the capacity to seek help or make changes. Many workers feel trapped in a loop of overwork, underpayment, and emotional strain.

### Forestry wants change, but it must be practical and industry or role specific.

There is a strong appetite for change, but there is scepticism about top-down solutions. Forestry workers want interventions that reflect their realities and that are tailored, accessible, and grounded in respect. Peer support, better pay, clearer communication, and mental health support infrastructure are all key asks from the people who completed the survey.

## SUMMARY

Despite a growing movement of people working with trees and forests, championing and advocating for better wellbeing and support for mental health, important messages relating to mental health and wellbeing are still not getting through to many of the people in our sector who are most at risk. We need this to change.

The forestry sector is under immense strain but the commitment of those who work in forestry remains strong. To protect this essential workforce we must develop impactful interventions that help to prevent poor mental health and improve wellbeing for people in the forestry sector.

## REFERENCES

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## ANNEX 1 – BREAKING POINTS SURVEY CARD

# breaking points

Most people in forestry know someone who has been severely affected by issues surrounding mental health.

We need this to change.

Tell us where we should start.

Thinking about your experience of working with trees or woodlands in the UK...

What are the things that cause (or have caused) stress? These might be things that keep you up at night.

Do/did you get regular opportunities to talk about these issues with people that you trust (by regular we mean at least once a week)?

Yes  No Other:

Anything else you'd like to add?

What is (or has been) your role?  
Tick all that apply.

- Forest manager
- Forest craftsperson
- Administrative /support
- Forest nurseries
- Traditional skills
- Urban forestry
- Estate forestry
- Forest educator
- Plant science or researcher
- Arborist
- Machine operator
- Sawmilling
- Forestry contractor
- Self employed
- Silviculture
- Harvesting forester/manager



## ANNEX 2 – DETAILED SURVEY METHODOLOGY

A survey of past and present forestry sector workers was conducted in 2025. The survey (shown in Annex 1) comprised the following open-ended questions:

Thinking about your experience of working with trees or woodlands in the UK:

- What are the things that cause (or have caused) stress?  
These might be things that keep you up at night.
- Do/did you get regular opportunities to talk about these issues with people that you trust (by regular we mean at least once a week)?

Yes

No

Other:

  

- Anything else you'd like to add?

  

- What is (or has been) your role?

Tick all that apply:

Forest manager

Plant science or researcher

Forest craftsperson

Arborist

Administrative /support

Machine operator

Forest nurseries

Sawmilling

Traditional skills

Forestry contractor

Urban forestry

Self employed

Estate forestry

Silviculture

Forest educator

Harvesting forester/manager

## ANNEX 2 – DETAILED SURVEY METHODOLOGY (CONTINUED)

The survey questions were designed to determine the perceived stressors that people working in the forestry sector experience and their level of connectedness. Survey respondents were also asked to self-select the type (or types) of forestry role they are (or were) involved in so that differences between different types of forestry role could be examined. The survey was designed to be short and easy to complete, and so additional questions (for example, demographic questions, such as sex, age, geographical location) were considered to be out of scope for the survey.

The survey opened for responses at 09:00 on 21 July 2025 and closed at 24:00 on 25 August 2025. The survey was available at The 2025 Royal Welsh Show in Builth Wells, Wales as an A5 printed leaflet (for handwritten responses) and online as a Gravity Form via the Royal Forestry Society (RFS) website. The survey was actively promoted via social media, email newsletters and in person by members of the working group to their contacts in all four countries in the UK. 84 of the 538 survey respondents, submitted their completed survey via handwritten responses at the Royal Welsh Show. These were manually transcribed into a digital format and combined into a dataset with the entries that were received via the RFS Website. All data were exported from the Gravity Forms plug in WordPress to csv. and pdf. files ready for analysis.

These data were analysed using automated coding via Microsoft Copilot. Automated coding of the dataset was conducted on 26 August 2025 by Jen Turner, RFS Development Manager and Shona McAllister, RFS Digital and Print Design Volunteer. Full transcription of the commands used to analyse the dataset are given in Annex 3. Manual coding of the complete dataset was completed by Jen Turner, RFS Development Manager and Pat Sedgley, RFS Office Administrator. This was done to test the validity of the output from automated coding.

Each response in the dataset was read and manually assigned a code. Code 'themes' (within a flat structured coding frame) were deduced as data was analysed using inductive (grounded) coding techniques (all previously coded data was reanalysed as new code themes were identified, as per best practice when employing these techniques). Manual coding did not include analysis of the differences between stressors of different role types, due to time and resource constraints. Code themes and context (identified during the manual coding process) have been incorporated into the theme outputs from Copilot automated coding by the report author (Jen Turner, RFS Development Manager). The validity of output from the Copilot automated coding process is thought to be a true and accurate analysis of the qualitative data collected as part of this survey.

## ANNEX 3 – TRANSCRIPTION OF COPILOT COMMANDS USED TO ANALYSE SURVEY RESPONSES

You are a top data analyst with 30 years of experience, with a passion for using data to improve the lives of forest workers within the environmental sector. Based on the style of following responses previously given by co-pilot, please write out the information specified, only using the data from the attached pdf file (export of all survey responses). Please ensure all information is written in UK English.

1. Core Themes of Stress breakdown, in a similar way to this:

“Core Themes of Stress in Forestry and Woodland Work Financial Insecurity & Cash Flow Unreliable payments, chasing invoices, poor rates

High costs of PPE, insurance, training, equipment

Concerns around job security and lack of financial safety nets, especially for self-employed workers

Physical Danger & Safety Concerns Machinery breakdowns and risk of accidents

Unsafe working conditions due to poor planning, bad weather, or pressure to continue despite hazards

Tree failures, storms, and high-risk jobs with low reward...”

2. a central graphic related to stress in forestry, but not a tree graphic (is there a better/ less cheesy display for this information?), covering topics such as Financial Insecurity Late payments, low wages, rising costs, poor job security Physical Danger Machinery breakdowns, unsafe conditions, tree failure risks Mental Health Strain Burnout, loneliness, grief, imposter syndrome 3. A word cloud of key causes of stress raised in the survey

4. Role-Based Stress Nuances table, in a similar way to this “Role Group Notable Stress Factors Contractors/Machine Operators Machinery breakdowns, unrealistic deadlines, undervaluation of skills, financial stress Managers/Supervisors Budget pressures, stakeholder demands, under-resourcing, limited influence over outcomes Craftspersons/Manual Workers Physically demanding conditions, insecure employment, low pay, lack of support”

3. Key Insights/ Themes, similar to this: Key Insights from Part 2 Responses 1. Chronic Stress Loops Across the Sector Managers and harvesting foresters speak of an unsustainable loop: tight deadlines → stressed contractors → strained stakeholder relationships → poor support → repeat.

This cyclical structure, described as “fight or flight,” is taking a toll on teams and making collaboration increasingly scarce.

2. Communication Breakdown & Mental Health Culture Many respondents say support exists “in theory” (e.g. stress toolkits, line manager chats) but isn’t followed through in practice.

Cultural resistance to openness, fear of repercussions, and gender-based exclusion hinder emotional safety. ...”

6. Combined Insights Across All Three Survey Sections, in a similar format to the following: ” 1. Financial Fragility Is Widespread and Multi-Layered Self-employment drives stress through inconsistent income, lack of sick pay, and high equipment/insurance costs.

Workers feel trapped: can’t afford breakdowns, time off, or even injury recovery.

Poor rates, stagnant wages, and outdated payment systems contribute to a sector racing to the bottom.

## ANNEX 3 – TRANSCRIPTION OF COPILOT COMMANDS USED TO ANALYSE SURVEY RESPONSES (CONTINUED)

2. Safety Concerns and Production Pressures  
Clash Daily Dangerous work often gets rushed or under-supported due to tight deadlines, unrealistic expectations, or undervalued roles.

Many arborists and contractors describe feeling forced to compromise personal safety for productivity.

Machinery failures and bad weather make already high-risk jobs even more precarious...”

7. Summary: A Sector in Urgent Need, like this: ”  
“Summary: A Sector in Urgent Need of Reform  
The forestry and woodland sector is deeply strained—by invisible grief, economic precarity, declining respect, and structural neglect. Yet what stands out is the passion and dedication of those who remain. Workers still believe in the value of the job, the beauty of the woodlands, and the impact they can make.

To safeguard the future, any meaningful reform must go beyond lip service. It must:

Offer proper mental health infrastructure.

Elevate traditional and manual skills.

Reform contractor pay and job security.

Invest in peer support and leadership training.

Update training standards to meet modern demands.

Create public engagement campaigns to bridge trust.”

8. (Leave space for Quantitative Summary of Forestry Sector Stress Survey)

9. Reported Stress Categories table, similar to this:

10. Support Network Availability, in this format: “Support Network Availability Support Access Category % of Respondents Talk weekly to someone trusted (Yes) ~43% Some support (Other / informal partner only) ~26% No regular or reliable support ~31%”

11. Emotional Burden Indicators, in this format: “Emotional Burden Indicators Direct references to grief, PTSD, or trauma: ~18% of responses

Mentions of burnout or exhaustion: ~35%

Concerns about future of forestry sector: ~40% expressed deep worry”

12. Key Takeaway Metrics, formatted similarly to “76% cited financial issues as their top stressor.

62% described working in unsafe or high-risk conditions.

44% shared explicit mental health struggles.

Only 43% feel they regularly speak to someone they trust.”

13. Role-Based Stress Patterns: Key Differences, formatted for each profession type like the following: “Arborists Top Themes: Physical risk, outdated training, crew dynamics, imposter syndrome

Unique Stressors:

High-risk tree work and climbing in tough conditions

Frustration with low standards and competition from untrained workers

Feeling undervalued, particularly by production-

driven employers” 14. Role-Based Stress Themes

table, like: “ Role Category Distinct Stress Themes

Unique Emotional / Structural Impact Self-

Employed Workers - Cash flow instability<br>-

Insurance issues<br>- Isolation<br>-

Unpredictable work schedule High personal

vulnerability due to lack of financial safety nets and

sparse peer interaction”

## ANNEX 3 – TRANSCRIPTION OF COPILOT COMMANDS USED TO ANALYSE SURVEY RESPONSES (CONTINUED)

15. Cross-Role Comparative Highlights  
(although a clearer title, that can be widely understood by the general public,
16. Role-Based Stress Themes table, in a similar style to: " Role Group Financial Stress Safety Risk Isolation & Loneliness Public Hostility Training/Skill Gaps Policy/Bureaucracy Stress Emotional/Mental Health Self-Employed 94% 78% 63% 47% 53% 32% 41% Arborists 89% 92% 46% 39% 68% 21% 56%"

16. Insights from Percentages, in bullet points like:  
"Financial stress is highest among self-employed (94%) and arborists (89%), pointing to an urgent need for economic reform and support.

Safety concerns dominate arborist roles (92%) and contractors (85%), confirming the industry's high-risk nature.

Isolation is a major issue for self-employed workers (63%) and machine operators (59%), suggesting potential mental health interventions targeting solo workers."

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