Role Stress Risk Assessment

|  |  |
| --- | --- |
| **Role**:  | **Individual(s) in role**:  |
| **Assessor**:  | **Date of assessment**:  |

*This is an individual-level risk assessment and assumes that you have undertaken an organisation-level risk assessment. We recommend, where possible, that this is completed with affected individual(s).*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **What are the hazards?***Use a separate line for each, add extra lines as required.* | **How might the individuals in role be harmed? How might others be harmed?** | **Likelihood (1-low,2 – med, 3 – high)** | **Impact (1, 2,3)** | **Score (L x I)** | **What are you already doing?** | **Do you need to do anything else to control this risk?** | **Action to be taken and by who?** | **Action by when?** | **Done and by whom?** |
| **Demands**(environment, workload, working hours) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Control**(how much control the individual has in their role) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Support**(what support is put in place – formal and informal) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Relationships**(systems in place to deal with unacceptable behaviour, positive relationships) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Role**(role has conflict with other roles, clear job descriptions, clear outcomes or requirements) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| **Change**(organisational support for and communication about change, are aware of possible future changes, impact on them and timescales, support being put in place and signposted) |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

Based on the [HSE Stress Management Standards](https://www.hse.gov.uk/stress/standards/index.htm)