Role Stress Risk Assessment

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| **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).*

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|  | **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) |  |  |  |  |  |  |  |  |  |  |
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| **Control**  (how much control the individual has in their role) |  |  |  |  |  |  |  |  |  |  |
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| **Support**  (what support is put in place – formal and informal) |  |  |  |  |  |  |  |  |  |  |
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| **Relationships**  (systems in place to deal with unacceptable behaviour, positive relationships) |  |  |  |  |  |  |  |  |  |  |
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| **Role**  (role has conflict with other roles, clear job descriptions, clear outcomes or requirements) |  |  |  |  |  |  |  |  |  |  |
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| **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) |  |  |  |  |  |  |  |  |  |  |
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Based on the [HSE Stress Management Standards](https://www.hse.gov.uk/stress/standards/index.htm)