Role Stress Risk Assessment Example

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| **Role**: | **Individual(s) in role**: Daniel Curtis |
| **Assessor**: Richard Daniels | **Date of assessment**: 1/9/21 |

*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** | **Impact** | **Score (L x I)** | **What are you already doing?** | **Do you need to do anything else to control this risk?** | **Action taken and by who?** | **Action by when?** | **Done and by whom?** |
| **Demands**  (environment, workload, working hours) | Long working hours | Exhaustion, stress | 3 | 2 | 6 | Making working hours clear | Monitor workload and consider reallocating |  |  |  |
|  | Increased workload to cover others | Increased stress | 3 | 2 | 6 | Cover for others is restricted to a maximum of two weeks |  |  |  |  |
|  | Isolated working environment | Wellbeing impact of isolation, stress of working in isolation | 2 | 2 | 4 | Increased Zoom calls, increased line management |  |  |  |  |
| **Control**  (how much control the individual has in their role) | Very little control due to physical safety needs | Stress, low-mood/depression | 2 | 2 | 4 | Briefings for staff, team meetings to discuss future options |  |  |  |  |
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| **Support**  (what support is put in place – formal and informal) | No capacity to offer more than monthly meetings | Stress, isolation | 2 | 2 | 4 | If required, external supervision can be bought in | Managers should message or call all staff on a weekly basis. |  |  |  |
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| **Relationships**  (systems in place to deal with unacceptable behaviour, positive relationships) | Due to social distancing, very limited social support available | Isolation, low-mood, depression | 2 | 2 | 4 | Increased team Zoom calls, increased line management |  |  |  |  |
|  | Uncertain about support networks outside work | Isolation, low-mood, depression | 2 | 2 | 4 | Nothing, as this is an unknown factor. Manager to discuss |  |  |  |  |
| **Role**  (role has conflict with other roles, clear job descriptions, clear outcomes or requirements) | Clear job description, however, is flexible due to covering others | Stress | 2 | 2 | 4 | Cover for others is restricted to a maximum of two weeks |  |  |  |  |
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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) | Organisational changes happening on a weekly basis | Stress | 3 | 2 | 6 | Changes communicated in writing and verbally in advance (as much as is possible)  Team meetings used to collect ideas |  |  |  |  |
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Based on the [HSE Stress Management Standards](https://www.hse.gov.uk/stress/standards/index.htm)