

**Example - Stress Risk Assessment - Example**

<b>Staff name</b>	<b>J Bloggs</b>					<b>Date</b>	<b>01 March 2017</b>		
<b>Line Manager</b>	<b>A Supervisor</b>								
<b>Job Role</b>	<b>Staff Nurse</b>					<b>Home/Unit/Dept</b>	<b>Northumbria Unit</b>		
<b>Assessor 1</b>	<b>B Supervisor</b>					<b>Assessor 2</b>	<b>C Supervisor</b>		
<b>HSE Stress Standards - DEMANDS</b>	<b>Scale of Effect 1 Low - 5 High</b>					<b>Ask - How has this affected the person</b>	<b>Ask - Why this affects the person? Consider existing workplace precautions already in place</b>		<b>Action – What can be done to address this and who by?</b>
<b>State the stressor</b>	1	2	3	4	5				
Work overload – lack of time to complete tasks properly						Gets anxious and annoyed	Others are not pulling their weight  Team meetings to discuss workload issues on ward	Organise regular 1:1 meetings to focus on helping JB to prioritise tasks – AS by 27/08/06	
Psychological factors dealing with aggressive and confused patients						Feels nervous and worries continuously that an assault is imminent	Lack of confidence when dealing with aggressive patients  Peer supervision opportunities to discuss difficult patients		

HSE Stress Standards - CONTROL	Scale of Effect 1 Low - 5 High					Ask - How has this affected the person	Ask - Why this affects the person? Consider existing workplace precautions already in place	Action – What can be done to address this and who by?
	1	2	3	4	5			
State the problem								
Little opportunity to have any say over when lunch break is taken						Gets irritable due to late lunches	Low energy level  Staff have the opportunity to raise issues of concern at team meetings	Put this as an agenda item at next team meeting to reinforce permission to request breaks where possible and discuss idea of self-rostering  AS by 28.08.06
Feels she has little say over duty rota								

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HSE Stress Standards - SUPPORT	Scale of Effect 1 Low - 5 High					Ask - How has this affected the person	Ask - Why this affects the person? Consider existing workplace precautions already in place	Action – What can be done to address this and who by?
State the problem	1	2	3	4	5			
Doesn't always feel valued by myself or team						Feels isolated	Doesn't feel a team player  Team nights out are organised  Regular appraisal takes place	Make sure JB is made aware of social events  Use opportunity in 1:1 meetings and appraisal to give constructive feedback of work and reinforce when JB is doing a good job AS by 27/08/06

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HSE Stress Standards - RELATIONSHIPS	Scale of Effect 1 Low - 5 High					Ask - How has this affected the person	Ask - Why this affects the person? Consider existing workplace precautions already in place	Action – What can be done to address this and who by?
	1	2	3	4	5			
State the problem								
JB feels that there are conflicts and tensions within the team						Certain groups of staff on the ward affect his work	<p>That some staff bully others</p> <p>Opportunities to air problems in team meetings, however, not all staff may feel comfortable discussing the team dynamics openly</p>	<p>Explore individuals perspectives on relationships in the team during appraisal</p> <p>Organise some team building events with an external facilitator</p> <p>AS by Oct 2006</p>



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**SaW-PGN-01**  
**CNTW(HR)10**  
**Appendix 8**

HSE Stress Standards - ROLE	Scale of Effect 1 Low - 5 High					Ask - How has this affected the person	Ask - Why this affects the person? Consider existing workplace precautions already in place	Action – What can be done to address this and who by?
	1	2	3	4	5			
Recent changes that have taken place						Doesn't feel as if they are contributing to the team	JB is confused about her and other's roles in the team  JB can seek clarity from myself AS if unsure I make myself accessible to staff for 1:1 discussions	Review job description with JB AND REINFORCE OBJECTIVES THROUGH APPRAISAL.  Organise team away day to clarify changes in roles following recent changes  AS by Nov 2006

HSE Stress Standards - CHANGE	Scale of Effect 1 Low - 5 High					Ask - How has this affected the person	Ask - Why this affects the person? Consider existing workplace precautions already in place	Action – What can be done to address this and who by?
	1	2	3	4	5			
<b>State the problem</b>								
Forth coming changes to department structure						Feels anxious	Worrying whether job would be affected or if they would have a job  Team briefs are cascaded down	Make sure there is a regular item on the team meeting agenda which gives an update on progress even when there isn't anything to report  Department Supervisor by end of August 2006
<b>Additional comments e.g. other factors unique to the individual</b>								
JB has recently suffered a family bereavement						Made silly stupid mistakes	Concentration levels were affected	Discuss with JB any difficult issues for her regarding dealing with bereaved relatives at work  AS by 27/08/06
<b>Assessor 1 Name</b>						<b>Assessor 2 Name</b>		
							<b>Staff Name</b>	



<b>Signature</b>		<b>Signature</b>		<b>Signature</b>	
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