

Workplace Stress RA 083

Consequence	5	10	15	20	25
	4	8	12	16	20
	3	6	9	12	15
	2	4	6	8	10
	1	2	3	4	5
Likelihood					

- Unacceptable – Stop activity
- Adequate – Monitor for continual compliance
- Acceptable – No further action / monitor

Risk Assessment:	083 Workplace stress
Assessors Name:	Gabi Balint
Signature:	<i>Balint</i>
Date:	January 2022
Review:	January 2023

Location: All Locations

Likelihood	1 = Very unlikely	2 = Unlikely	3 = Fairly likely	4 = Likely	5 = Very likely
Consequence	1 = Insignificant	2 = Minor	3 = Moderate	4 = Major	5 = Catastrophic

Hazard	Who can be harmed & how	Risk Rating			Control measures in place	Residual Risk		
		L	C	R		L	C	R
Workplace stress including: <ul style="list-style-type: none"> • Work overload • Long hours • Inadequate resource • Repetitive work • Undue work pressure • Bullying / violence • External influences • Poor communication 	Any person in the working environment at risk of stress related illness	4	4	16	<ul style="list-style-type: none"> • All personnel subject to personal development review which would highlight stresses within the workplace. • Regular job rotation where applicable to ease boredom. • Workloads sequenced to allow smooth workflow. • Company whistle blowing policy to report bullying & violence in connection with others. • Open line of communication in all areas. • Line management responsibility to manage communication with others. • Regular review of workloads for individuals and where concerns are raised, the availability of additional resource to reduce workload / working hours. • Additional resource is required to be competent to undertake the given task or if being trained, supervised by a competent person. • Company has policies in place to guard against the potential for mental health issues and has trained mental health first aiders in place. • The company has a confidential helpline that is available to all personnel 	2	4	8

Personal factors	Any person in the working environment at risk of stress related illness	3	4	12	<ul style="list-style-type: none"> • Personnel encouraged to use the help line if feeling under pressure through either work or home issues, especially personal problems i.e. drinking, relationship problems, drugs and debt etc. • The company has policies and systems in place which are monitored and consistently applied. • Company policies include upskilling of workers, assessment of training needs, return to work interviews, occupational health and specialist assistance where deemed necessary. • The company monitors the use of the confidential helpline to undertake trend analysis and spot potential trends in workplace stress. 	2	4	8
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