

Stress Risk Assessments

Overview

Duration: One Day

Employers have a responsibility to identify sensible measures to control risks in the workplace and one of the key risks to an employee's health is stress, which means that the importance of carrying out stress risk assessments should not be overlooked. Organisations that implement an effective strategy to deal with stress and the things that affect it will note that the benefits are considerable.

This course will teach attendees how to perform a Stress Risk Assessment, identify suitable measures, based on current HSE recommended practices.

Description

In these stress risk assessment training course materials, your participants will identify stress, understand how it can be risk assessed and then, what recommendations might be used to reduce its effects.

Using exercises, activities and sample documents, the course gives compelling reasons for an employer to undertake this relatively inexpensive yet effective process. Participants will take away a model stress risk assessment questionnaire as well as a range of practical hints and information to enable them to carry out a stress risk assessment back at work.

Topics covered:

- **Understanding Stress Risk Assessments** – Establishing what a stress risk assessment is and how it helps address workplace stress.
- **Why undertake a Stress Risk Assessment?** – Identifying a range of reasons for the implementation of SRA's, including those of a health and safety and legal nature
- **The Stress Risk Assessment Process** – About the Health and Safety Executive's guidance, outlining the steps in implementing the SRA, with a checklist to refer to for verification
- **Suggested Approaches to Stress Risk Assessments** – Exploring the structure recommended by the HSE (Management Standards) for completing an SRA and shows how this can be mapped onto an SRA questionnaire
- **Who Should Undertake the Stress Risk Assessment?** – Here we consider the best person to complete the SRA process to obtain the most objective and useful outcome
- **Completing a Stress Risk Assessment Questionnaire** – This provides a quick-fire guide to the interpersonal side of the process and outlines the key skills and format to use

- **Evaluating** – Exploring the evaluation process and shows how it dovetails into the recommendations
- **Outcomes** – Establishing the solutions an assessor might recommend according to whether the cause of stress is internal or external. As well as examination of the idea of accreditation and standards as they are relevant to stress in the workplace, and how the issue of disability might interplay with the SRA process
- **Review** – Completing the picture, we discuss in this final section the need for review to understand the effect of any recommendations made in the SRA report.

Who Should Attend?

Team leaders, supervisors, managers, HR professionals and anyone else involved in the management of people or organisations.