

Stress risk assessment template

Employee name Pam Booth
Job title Care and support worker
Assessment carried out by Anita Dewani
Date of assessment 06/01/21
Date of next review 06/07/21

Example

This example is to help you do a risk assessment by showing what it could look like.

Do not just copy it as it would be unlikely to meet the needs of your employee.

More information about the Health and Safety Executive's six management standards on [how to reduce stress at work](#)

What are the hazards? (The six HSE management standards)	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
<p>Demands Staff shortages can result in staff working shifts with minimum staff to client ratios.</p>	<p>This is stressful for staff as they have to prioritise work to meet client's basic physical needs and to keep them safe. Pam finds it stressful if there is no time to spend with clients and provide activities that improve their quality of life.</p>	<p>A bank of casual staff is used to cover shifts that can be called upon at short notice.</p>	<p>Sometimes casual staff are not available, resulting in managers needing to work or staff being asked to work double shifts.</p> <p>Managers to increase the number of casual staff available to reduce the chances of no one being available.</p>	<p>Anita to raise with the service manager.</p>	<p>13 January 2021</p>	

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Some clients' behaviour can be challenging.	The nature of clients' disabilities and health needs mean that some clients behaviour can be challenging. Pam had a recent incident with a client being verbally abusive and aggressive towards her and she didn't know how to calm the situation.	Providing training for staff on managing challenging behaviour. 1-2-1's are scheduled monthly for staff to discuss difficult incidents and provide support.	Pam was on holiday when this training happened. Create a standard agenda item at team meetings about difficult situations for staff to provide support to each other and discuss how best to manage the client's behaviour.	Anita to raise with the service manager. Anita to add to the team meeting standard agenda.	13 January 2021 30 January 2021	
<p>Control</p> <p>Pam feels that she has control over how the work is organised and that her ideas are valued. No actions needed.</p>						

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<p>Support Because managers cover two homes, there isn't always a manager on site to provide support if there is a stressful incident.</p>	<p>Staff may not have a manager to talk to when an incident occurs as they're at the other home.</p>	<p>Managers have mobile phones and can be contacted if necessary. Pam said that staff are reluctant to contact managers if they are not onsite, as they don't like to take resources away from the other home.</p>	<p>Anita to raise at the managers meeting so they know that some staff are reluctant to contact managers when they're off-site. Anita to reassure staff at team meetings that they should contact a manager when there has been a difficult incident and that they shouldn't feel that they are taking away resources from the other home.</p>	<p>Anita to discuss with managers. Anita to put on the agenda for the next team meeting.</p>	<p>20 January 2021 30 January 2021</p>	
<p>Pam's risk assessment identified that as tiredness is a trigger for her seizures, she would not work more than three days in a row.</p>	<p>Some staff have commented to Pam that they do not think this is fair. This has created tension among the team, which Pam hasn't known how to handle.</p>	<p>Staff are able to request shift preferences to balance work with their personal lives. These can't always be accommodated.</p>	<p>Anita to speak to one member of staff who made unkind remarks to Pam. As there have been a few new staff recently, Pam would like to make those staff aware of the support she is given to help her manage her epilepsy, including that she doesn't work more than three days in a row.</p>	<p>Anita. Anita will support Pam to raise this at the next team meeting.</p>	<p>Earliest opportunity. 30 January 2021</p>	

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Role Pam is clear about her role and responsibilities and doesn't find this a cause of stress.						
Change Pam thinks that recent working procedure changes were communicated well and this didn't cause her any stress.						

Template based on the Health and Safety Executive's [risk assessment template](#)

This template is part of the Epilepsy Action Employer toolkit. See employers.epilepsy.org.uk for more resources to help support people with epilepsy at work.

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