

Stress Risk Assessment

2 day course

Overview

Stress at work is perceived as an increasing problem. Limited resources need to be targeted effectively in dealing with the problems that can arise from stress. It is a legal responsibility for organisations to undertake risk assessments of significant risks. If your organisation believes that stress might be a significant issue, this course teaches delegates how to assess, reduce and monitor stress-related risks at work.

The 2-day course is designed to enable delegates to conduct role based stress risk assessments. The course has been developed to support managers in carrying out their duties under relevant health and safety legislation. The skills gained can be used to manage stress at work within an infrastructure where resources are prioritised and targeted and supportive policies and procedures are in place.

We appreciate that some organisations have already taken action to address the issue of stress at work but may need the risk assessments to bring it all together. We provide a simple strategy and risk assessment process that can be adapted to fit into existing risk management systems.

To this end, the course can be tailored to suit the organisation's strategy and current situation in relation to the management of stress at work and management understanding of the issues.

Aims

- To give an overview of the issues associated stress at work
- To provide a strategy to help organisations adopt a proactive approach to the management of stress and apply the HSE Management Standards
- To provide delegates with a simple and practical approach for the conduct of role based stress risk assessments

Learning objectives

After the courses delegates will be able to:

- understand the legal framework behind stress at work
- understand the effects of stress at work
- understand the HSE's Management Standards
- identify potential stressors at work
- identify existing quantitative and qualitative data related to stress at work
- use the HSE's indicator and analysis tool
- run focus groups to explore findings
- identify actions to reduce or eliminate problems
- record findings on a stress risk assessment form
- understand how to offer support and advice to individuals

Prerequisites

Delegates should have an appreciation of their organisation's stress policy and any existing arrangements for managing stress at work.

Who should attend?

Line managers who are responsible for employees who may be at risk of stress at work or representative staff to act on behalf of line managers.

Outline Programme - tailored to local requirements

- What is stress?
- Legal requirements & civil claims
- Extent of the problem
- Cost of stress at work
- Stress risk assessment strategy
- HSE Management Standards
- Existing data and prioritisation
- Use of indicator and analysis tools
- Focus groups
- Recording findings
- Monitor and review
- Individual stress risk assessment
- Providing support for individuals
- Return to work

Contact Details: For further information about training and our support consultancy services in Ergonomics, Health & Safety & Business Risk Management, contact Nigel Heaton - Director of HA. Tel: 01509 211866 or email enquiries@humanapps.co.uk or visit our website at www.humanapps.co.uk