



















Work Related Stress

Identified hazards:

							
Uncomfortable Work Environment	Staff Under Pressure	Lack of Support	Bullying at Work	Poor Communication	No Clarity in Roles and Responsibilities	Inadequate Policies and Procedures	Poor Management in Dealing With Stress

At risk: All staff.

Risks controlled by:

							
Induction Training Given	Toolbox Talks Given	Operative To Be Trained	Good Staff Comms	Effective Staff Leadership	Management Open Door Policy	Team Work To Be Used	Safety Committee Involved
							
Good Staff Training	Anti-Bullying Policy In Place	Stress Policy In Place	Occupational Health Help Available	Monitor Health	Safe System of Work	Use Mechanical Aids	Ensure Breaks are Taken
							
Have What You Need?	Be Aert To Other Hazards	Carry For Safety					

This is classed as a **LOW** risk

Work Related Stress

Additional Measures:

Further Measures	Person Responsible	Date for Completion
Regular, open and honest communication with staff.	FM Technician	At all times
Involve employees when planning.	FM Technician	At all times
Ensure staff are and feel competent to perform the task required of them.	FM Technician	At all times
Staff training on policies, including disciplinary, anti-bullying and grievance.	FM Technician	At all times
Consult with staff when planning for change.	FM Technician	At all times
Staff aware of relevant roles and responsibilities, including own.	FM Technician	At all times
Staff encouraged through online training and continual improvement.	FM Technician	At all times
Staff feel supported and encouraged, even when things go wrong.	FM Technician	At all times
Staff to be effectively listened to.	FM Technician	At all times
If there is any doubt concerning the task or safety, stop work and clarify.	FM Technician	At all times

Assessed by:

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Signature/s....*K Petty*.....

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Date: 20.06.22