**STRESS RISK ASSESSMENT**

**Work Pressure Identification tool for staff**

This form can be used to help you focus on specific aspects of your work that may be causing stress.

It is divided into six sections based on the HSE’s categories of work pressures and you should think about each category and write down any pressures you may have in relation to that category. An explanation of each category is given to help you decide if there are any pressures there – and it is likely that some categories have no source of pressure.

The six categories are:

Demands Relationships

Control Role

Support Change

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| **Demands**  eg. having too much or too little to do  eg. having too much boring or repetitive work to do or work that is not challenging  eg. having too much work that is too hard or complex or that you are not trained to do |
| **Control**  eg. not having a say in decisions etc.  eg. lack of flexibility |
| **Support**  eg. not having the right resource or equipment to carry out your role  eg. not having support from your manager  eg. not having support from colleagues |
| **Relationships**  Poor working relationships with your line manager or work colleagues |
| **Role**  eg. not being clear about what you should be doing  eg. not being clear about who you are answerable to  eg. ‘wearing too many hats’ so not able to prioritise |
| **Change**  Change at work can increase the pressure on people – particularly if it is not managed well.  eg. change of department, line manager, responsibilities etc.. |