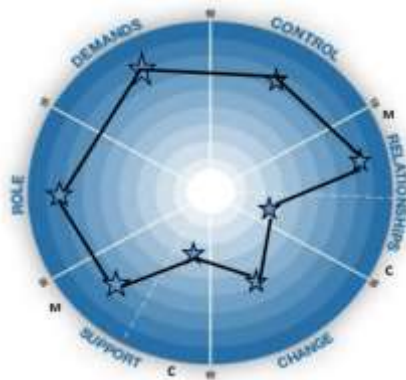


## Individual Stress Risk Assessment Tool based on the HSE Management Standards

This Risk Assessment has been trialled in a large Scottish Council with 155 managers who found it extremely helpful to identify the cause(s) of stress related issues, allowing them to work with their colleague to instigate *appropriate* interventions.

It uses the HSE Management Standards approach and Managers are trained in advanced coaching skills to enhance communication, understanding and rapport with their colleague, thus developing an appropriate solution(s) for both colleague and manager as well as becoming compliant with HSE Regs (1999)

A discussion is initiated between manager and colleague around the Management Standards and what each Risk Factor means. The employee then indicates how they perceive each Risk Factor and through effective listening, questioning and rapport building skills, an outcome is realised using the Tool



This example shows there are clear issues with support and relationships with colleagues and the employee believes there are no other issues with any other Risk Factors.

A targeted plan can then be developed to address concerns and the exercise repeated at a later date.

The outcome of the trial we ran was that managers began to use the Individual Risk Assessment tool routinely for Back to Work interviews, thus enhancing knowledge and understanding of each colleagues situations. This allows targeted measures for efficiency and effective working.