

WORKPLACE STRESS ASSESSMENT

Form WSA

This form should be used to assess an individual who is suspected of suffering from workplace stress. The information gathered is confidential and will be classed as such under Data Protection legislation. You should assess whether any of the following matters may affect the worker.

Name of individual: Department: Date:

Hazards	Could this person be harmed?	High Risk	Medium Risk	Low Risk
Poor management control		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of communication and consultation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Blame culture		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisational change		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Redundancy programme		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Large projects		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over job role		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of definition of organisational goals		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poor relationships with other people		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibility for other people		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bullying		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual or racial harassment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No support or skills development		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support for problem solving		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low participation in decision making		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Complex decisions to be made regularly		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Under-use of skills		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Under or over promotion		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career stagnation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low social value to work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rigid supervision		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Hazards	Could this person be harmed?	High Risk	Medium Risk	Low Risk
Performance related pay		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conflicting demands of home and work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Individuals with no control over their work activities or work rate		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical danger or threat of violence		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poor physical working conditions		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme cold		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excessive heat		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Noisy work environment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shift working		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpredictable hours		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long or unsocial hours		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inflexible work schedules		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Boring or repetitive work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too little to do		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too much to do		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too much to do and too little time		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too little training for the job		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too much training		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Individuals exhibiting signs of stress		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Previous history of work-related stress		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other organisational factors:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other individual factors:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other factors:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

