

## UK NATIONAL WORK STRESS NETWORK - WORKSHOP STRESS MODEL AUDIT TASK

For each stress factor assess whether its presence or absence is an issue in your workplace	1 low	2 med	3 high
<b>WORK DEMAND</b>			
<b>TARGETS AND DEADLINES</b>			
<b>SHIFT HOURS</b>			
<b>JOB SECURITY</b>			
<b>TIME KEEPING</b>			
<b>WORK-RATE CONTROL</b>			
<b>JOB DEFINITION</b>			
<b>INFORMATION &amp; SUPPORT</b>			
<b>TECHNOLOGY</b>			
<b>WORKPLACE CONSULTATION</b>			
<b>COLLEAGUE ABSENCE</b>			
<b>HOURS, BREAKS, HOLIDAYS</b>			
<b>WORKLOAD MONITORING</b>			
<b>TEAM WORKING</b>			
<b>EXTERNAL FACTORS [e.g. environment]</b>			
<b>PAY/PROMOTION STRUCTURE</b>			
<b>HARASSMENT/BULLYING</b>			
<b>MANAGEMENT ATTITUDE</b>			
<b>PERFORMANCE MANAGEMENT</b>			
<b>WORKLIFE BALANCE</b>			
<b>VIOLENCE, AGGRESSION AND ABUSE</b>			

### The HSE Stress Management Standards

This set of 6 standards is recognised as being the key to prevention of work-stress where employers implement the standards.

Many are ignorant of their duties to risk assess for stress and to implement control measures using these standards

#### 1 Work demands

- Employees indicate that they are able to cope with the demands of their job and that systems are in place to respond to any concerns

#### 2 Control over work

- Employees indicate that they are able to have a say about the way they do their work and that systems are in place to respond to concerns

#### 3 Organisational Support

- Employees indicate that they receive adequate information and support from colleagues and superiors and that systems are in place to respond to concerns

#### 4 Working relationships

- Employees indicate that they are not subject to unacceptable behaviours and that systems are in place to respond to concerns

#### 5 Understanding of role

- Employees indicate that they understand their roles and responsibilities and that systems are in place to respond to any concerns

#### 6 Organisational Change

- Employees indicate that the organisation engages them frequently when undergoing organisational change and that systems are in place to respond to concerns