



Risk Assessment

IMS Form048
Issue 01 Dated Oct 2020

Operation / Task:	Stress	Name of Assessor:	Rhys Milton
Assessment Ref:	RA011	Date of Assessment:	02.01.2024
Persons at Risk:	ASW Employees	Reviewed by	R. Milton
Location / Area:	ASW Health and Safety Assessment 2024	Review date	31.12.2024

Ref	Activity	Hazard	Risk	Pre-Control Risk Rating			Control Measures	Post-Control Risk Rating			Comment
				L	S	LxS		L	S	LxS	
1	Stress An adverse reaction to excessive pressure or demands.	Effects of Stress: Psychological (anxiety/depression) Physical: (sweating/increased heart rate/high blood pressure/headache) Behavioural: (sleeplessness/ poor decision making/ irritability/ increased alcohol consumption)	Employees and Members of the Public. Minor or serious stress induced ill-health conditions	4	3	12	Six areas that effect stress: Demands i.e. deadlines should be reasonable. Discuss with supervisor to agree suitable timescales. Control – personnel should be encouraged to take responsibility and prioritise and receive help with this if necessary. Encourage employees to use their skills and initiative to do their work. Support – personnel to be provided with adequate information, training and instruction along with supervision. Address employees' concerns about their work environment promptly. Relationship – personnel to follow the Site rules and policies relating to behaviour on site. This should be enforced by supervisors/managers. Promote positive behaviours at work to avoid conflict and ensure fairness. Role - Ensure people's skills and abilities are matched to the job demands and responsibilities and people are aware of these. Ensure employees know how to access the required resources to do their job. Change - consultation with personnel on the reason for change should take place where appropriate. The reason for change should be clearly explained to all personnel along with the plan for implementing the change. Personnel to be involved where possible.	1	3	3	

Likelihood	Severity	Risk factor (Likelihood x Severity)	
1 = Highly unlikely	1 = Insignificant	High Risk = 15-25	Unacceptable Risk. If Post Control risk, work must not commence.
2 = Unlikely	2 = Injury (first aid, no lost time)	Medium Risk = 8-12	If Post Control risk, high level of discipline required & monitoring to consider further controls where possible
3 = Possible	3 = Lost time injury	Low Risk = 1-6	Acceptable Risk assuming all controls in place effectively and workforce aware
4 = Probable	4 = Major injury / disabling condition		
5 = Inevitable	5 = Fatality		

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