



# STRESS

## Risk Assessment

PROBABILITY OF NEGATIVE EVENT	SEVERITY OF OUTCOME		
	Slightly Harmful	Harmful	Very Harmful
Unlikely	Trivial Risk	Acceptable Risk	Moderate Risk
Likely	Acceptable Risk	<b>Moderate Risk</b>	Substantial Risk
Very Likely	Moderate Risk	Substantial Risk	Intolerable Risk

Descriptive Risk Rating	Interpretation
Moderate Risk	<b>Moderate Risk</b> is adequately controlled but further more stringent controls may be applied. Work can continue but corrective actions may need to be considered and a plan to implement them should be drawn up.

## What Are The Hazards?

- Staff and management under stress due to excessive workload, irregular work patterns, and/or unsuitable work environment.
- "Stress is a negative experience/ feeling, associated with new physical symptoms. These including increased heartbeat, swiftness of breath, dry mouth, upset stomach and sweaty palms and over the longer term, more serious digestive upset, cramp and raised blood pressure/cardiovascular disease."- Health and Safety Authority

<b>Who Might be Harmed and How?</b>	Staff and Management may suffer psychological symptoms such as racing thoughts and speech, lack of impulse control, feelings of being overpowered, losing control and fearfulness generally. Other characteristics can include fatigue, proneness to upset, withdrawal, self-neglect and depression.
<b>What can we do about it?</b>	<ul style="list-style-type: none"> <li>- Communication with staff (Management Open Door Policy)</li> <li>- Support for Staff.</li> <li>- Training for managers.</li> <li>- Staff Training.</li> </ul>
<b>What Should an Employee do?</b>	<ul style="list-style-type: none"> <li>- Where possible, employees are encouraged to develop new skills to undertake new and challenging pieces of work.</li> <li>- Employees are consulted over their work patterns/rosters/ shifts.</li> </ul>