

YSM Solutions

Healthier People | Healthier Results

***Employers and
Managers
Legal and Health
and Safety
Responsibilities -
Stress***

Employers and managers have legal responsibilities

All employers have a legal responsibility under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999. This includes minimising the risk of stress-related illness or injury to employees. It is a legal requirement for all employers to carry out written Risk Assessments on all aspects of workplace hazard and risk.

A risk assessment approach can help to reduce stress and determine the causes of stress in your organisation. The results should be communicated to all staff and can involve them in finding solutions. Start to put an action plan into place and review progress on a regular basis and amend where required.

Every organisation has a duty in law to provide a written risk assessment on all aspects of workplace hazard and risk. Stress is a known hazard and this duty includes workplace stress. As such the employer's duty includes assessing for risk of stress.

A stress audit or survey is part of the risk management approach and can be carried out online or as a hard copy. Get in touch and find out which option is best for your organisation or we can tailor one to suit your organisation.

YSM can provide off-the shelf on-line or bespoke questionnaires covering all the main work-related stress factors. All questionnaires are compliant with the revised HSE Management Standards. Employees are reticent to complete questionnaires or surveys if they are going directly to their employers and our confidential survey or questionnaire will ensure that they can answer freely about their workplace.

As an important **legal obligation**, risk management for occupational stress should be part of an organisational strategy. Guidance for stress risk management and how to carry out risk assessments will save you time and money. Ask for guidance and the best way to meet your legal obligations. Let us take the 'stress' out of ensuring that you meet the Standards. We will assist your organisation and can be tailored to meet your requirements.

Do I need to carry out a Stress/Psychosocial Risk Assessment?

When staff are under excessive pressure leading to stress, a stress risk assessment should be carried out. It should be based on the job rather than on an individual.

With the lack of a risk assessment being identified in many prosecutions and the employer failing to carry out a suitable and sufficient risk assessment, it is essential that a Stress Risk Assessment is carried out.

Our company has a generic Stress Risk Assessment will that meet our legal requirements?

A generic Stress Risk Assessment is organisational wide and is not specific to a particular job or area. It is essential that a specific assessment is carried out to clearly identify stressors, hazards and potential risk.

For more information:

www.ysmsolutions.co.uk

Email: info@ysmsolutions.co.uk

Tel: 0141 354 1431

Do I have to ask a consultancy to carry out a risk assessment?

No you can carry out the Stress Risk Assessment so long as you take into account the six stress risks factors which are change, support, control, demands, role and relationship. If you would like additional help or support, we can provide this. Give us a call and find out more information.

Benefits of effectively managing stress within the workplace:

- Lower risk of litigation
- Improved productivity
- Improved sickness absence and presenteeism
- Reduced accidents
- Happier workforce
- ROI following training



Risk management is an important legal obligation for occupational stress and can be part of an organisational improvement strategy.

As an important legal obligation, risk management for occupational stress should be part of an organisational strategy. Guidance for stress risk management and how to carry out risk assessments will save you time and money. Ask for guidance and the best way to meet your legal obligations.

So often, a Stress Survey is carried out, but what do you do with the results? What is the best and most cost-effective way forward? Let us take the 'stress' out of ensuring that you meet the Standards. We will assist your organisation and can be tailored to meet your requirements. Some examples are:

- Ensure the organisation is prepared
- Carrying out a risk assessment
- Identify the stress risk factors
- Collect data - survey/questionnaire
- Focus groups
- Evaluate risks and develop action plans

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YSM SOLUTIONS

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Options available

1. Survey plus results and full report
2. Survey plus full report and action plan
3. Survey plus full report, action plan, stress management training for all managers
4. Survey plus full report, action plan, stress management training for all managers, stress awareness training for all staff and a full risk assessment.

The YSM Organisational Stress Audit can be integrated into an organisation's strategy. This is the most effective and efficient method as it is incorporated into the strategic direction of the organisation and is not in isolation.

Working with our partner, we can provide off-the shelf, on-line or bespoke questionnaires covering all the main work-related stress factors including wellbeing. All questionnaires are compliant with the HSE Management Standards. Employees are reticent to complete questionnaires or surveys if they are going directly to their employers and our confidential survey or questionnaire will ensure that they can answer freely about their workplace.

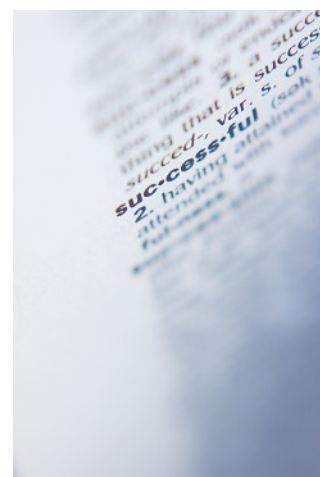
YSM Solutions can offer a range of options

Stress/Psychosocial Risk Assessment service includes some or all of the following:

- Carrying out stress risk assessments and report back with recommendations
- Provide support when you are carrying out Stress Risk Assessments
- Provide training on how to undertake a Stress Risk Assessment.
- Train managers on how to identify and manage stress and mental health conditions. This can be during times of change such as redundancies, growth and when there are high levels of sickness absence

Why use YSM Solutions?

- Specialists in reducing stress and improving wellbeing
- Saving in time and resources
- Focused
- Provides effective training on Stress Risk Assessments
- Train managers how to manage stress and mental health conditions
- Small groups to allow learning
- Trainers are professionally qualified
- Cost effective
- Understands various sectors such as public, private and third
- Flexible to meet your needs
- Delivered throughout the UK
- Wellbeing programmes to maintain low stress levels



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