

# **Trial of the Stress Risk Assessment Survey Tool. Joint Statement/Communication**

Through the launch of a five-year strategy 'Because Healthy Minds Matter' in October 2017, Royal Mail Group (RMG) is committed to implementing effective support strategies and tools that can make a positive difference to its employees who are directly or indirectly affected by mental ill-health.

We are committed to protecting the health, safety and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors.

Mental health problems are widespread, at times disabling, yet often hidden. Research as part of a 2018 study by the mental health charity Mental Health Foundation found that three quarters of UK adults had felt 'overwhelmed or unable to cope' in the previous year, with one in three having suicidal feelings as a result of stress.

In October 2016, RMG together with the CWU and Unite CMA jointly launched the Royal Mail Stress Toolkit, including an individual Stress Risk Assessment and the Online Stress Tool (available via the Feeling First Class site).

Building on this, Royal Mail in partnership with the CWU and Unite/CMA want to now move to the next stage and to trial the introduction of a Stress Risk Assessment Survey Tool, developed by the Health and Safety Executive (HSE) as part of the HSE Stress Management Standards and can be used to measure the workplace stress of groups of employees, teams or whole workplaces.

HSE's Management Standards represent a set of conditions that, if present:

- demonstrate good practice through a step-by-step risk assessment approach
- allow assessment of the current situation using the survey tool and other techniques
- promote active discussion and working in partnership with employees and the trade unions representatives, to help decide on practical improvements that can be made
- help simplify risk assessment for work-related stress by:
  - identifying the main risk factors
  - helping employers focus on the underlying causes and their prevention
  - helping organisations in tackling the key causes of stress

The following sites have been nominated and are invited to participate in a three month trial of the Stress Risk Assessment Survey Tool starting w/c 8<sup>th</sup> July 2019:

1. Taunton MPU (TA)
2. Crewe DO (CW)
3. Newcastle Under Lyme DO (ST)
4. Cheadle DO (ST)
5. Lincoln DO (LN)
6. Blair Gowrie DO (PH)
7. Cardiff Mail Centre (CF)
8. Northern Ireland Mail Centre (BT)
9. Exeter Mail Centre (EX)
10. Exeter LD (Parcelforce Worldwide) (EX)
11. Medway LD (Parcelforce Worldwide) (ME)
12. Swindon Mail Centre Nights (Management team)
13. Manchester Delivery Sector (Management team)

14. ML/KA Glasgow Delivery Sector (Management team)

During **week commencing 8<sup>th</sup> July** a series of conference calls will take place to outline the trial scope, approach and process as well as to ask any questions you (PiCs/Managers and CWU/Unite CMA Reps) may have.

To support the planning and effective running of calls, please share availability and preferred best times for a call from **8<sup>th</sup> to 12<sup>th</sup> July (08:00 – 23:00)**. Please do suggest alternative dates/times if those suggested are not suitable for you.

Attached is the current up to date contact details for both operational contacts and trade union representatives – please do update Dan Clarke for any incorrect information asap so that we can engage with the right individuals to progress activity.

Please do not hesitate to contact **Dan Clarke (07718098179)** directly if you have any questions prior to calls w/c 8<sup>th</sup> July.

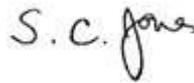
Kind Regards



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Royal Mail Group Health &  
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**Dave Joyce**  
CWU National Health, Safety &  
Environment Officer



**Stephen Jones**  
Unite CMA National Executive



Date issued 7 June 2019