

Royal Mail Group

Launch of the Group Stress Risk Assessment Tool

Through '[Because Healthy Minds Matter](#)', we are committed to implementing effective support strategies and tools that can make a positive difference to colleagues who are directly or indirectly affected by mental ill-health.

Protecting the health, safety and welfare of our employees remains our number one priority. We recognise that workplace stress is a health and safety matter and acknowledge the importance of identifying and reducing workplace stressors.

In October 2016, RMG together with the CWU and Unite CMA jointly launched the Stress Toolkit which includes guidance to help prevent and manage workplace stress and the 'Guided Conversation' individual stress risk assessment.

Building on this, we are now enhancing the toolkit further by introducing the Group Stress Risk Assessment Tool.

Developed by the Health and Safety Executive (HSE) as part of the [HSE Stress Management standards](#), the Group Stress Risk Assessment Tool has been designed to gather the opinions of colleagues through a survey and aggregate responses to provide a broad indication of how well the risks associated with work related stress are being managed.

CWU National Health and Safety Officer Dave Joyce said "Work-related stress is now recognised as one of the main ill health concerns in the workplace and the launch of the new 'Whole Office' Group Stress Risk Assessment Tool adds a new dimension to the Royal Mail stress standard through which collective workforce stress can be recognised and working together managers, CWU representatives and employees can jointly develop ideas on how to tackle it effectively."

Dave continues "The management and reduction of stress is an important part of a changing culture in Royal Mail and if implemented properly could significantly reduce levels of illness caused by work-related stress. This can be a major component in the vision for a workplace with good mental health for all and prevention is at the heart of it."

Group Stress Risk Assessment Tool materials, including a user guide and guidance to help prevent and manage workplace stress is available via the [Stress Toolkit](#) on the Health and Wellbeing intranet pages.

Other support available

The First Class Support Service is free, confidential and available 24/7 for employees including direct access to counselling services.

Call **0345 266 5060**, visit www.rmgfirstclasssupport.co.uk or download the '**Lifeworks**' app. New website/app users can 'sign up' using a unique invitation code, which is RMG- and then your payroll number, e.g. **RMG-12345678**.

Digital services available via the website and app include an instant online chat facility as well as [various media content](#), [toolkits](#), [manager support articles](#) and [health and wellbeing assessments](#) and [personal care programmes](#).

Health and Wellbeing Ambassadors (where in place) can work with colleagues and managers locally to provide mental and physical health promotion and signposting to support.

[Click here](#) to access a range of tools and services to support mental health.