

RMG Whole Workplace/Office/Group Stress Risk Assessment Tool Launch.

Joint Statement

Through 'Because Healthy Minds Matter', we are committed to implementing effective support strategies and tools that can make a positive difference to Royal Mail Group workforce colleagues who are directly or indirectly affected by mental ill-health.

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

In October 2016, RMG together with the CWU and Unite CMA jointly launched the Royal Mail Group Stress Toolkit, which includes guidance to help prevent and manage workplace stress including the 'Guided Conversation' an 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.

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:
 - o identifying the main risk factors
 - o helping employers focus on the underlying causes and their prevention
 - o helping organisations in tackling the key causes of stress

The Group Stress Risk Assessment Tool emphasises the importance of an effective line manager and the behaviours needed to successfully manage the causes of stress at work. The results and outcomes will be jointly analysed and discussed in order to jointly develop and introduce a remedial action by: -

- Explore problems and develop solutions
- Developing and implementing action plan/s
- Monitoring and reviewing action plans and assess effectiveness

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