|  |
| --- |
| **Risk Assessment Title:** Working from Home Stressors Risk Assessment  |
| **General Description of area / activity being risk assessed:** This risk assessment has been created to enable employees and managers to understand, identify and manage working from home stressors that could affect anybody working from over an extended period. This specific assessment method was created due to the coronavirus pandemic but is suitable for use in any situation where an employee is working from home full time or most of the time and it has been identified (either by the employee or manager) that new or changing home working arrangements may be contributing to stress or the employee’s ability to cope. The below information should be discussed, and actions or mitigation recorded in conjunction with the employee. |
| **Location:** Home address |
| **Assessor(s)/Manager(s) & Employee** |  | **Assessment Date** |  |
| **Reviewed by:** |  |  |  |
| **Review Due** |  | **Review Undertaken** |  |

|  | **What is hazard** | **Who may be harmed and how** | **What is being done to control risk** | **Risk level** | **What further action is necessary** | **By who** | **By when** | **Completion date** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Demands** |
| **1** | **e.g. Working space / environment,**  |  |  | High/Medium/Low |  |  |  |  |
| **2** | **Working hours, Change in daily routine** |  |  | High/Medium/Low |  |  |  |  |
| **Control** |
| **3** | **Lack of boundaries between work/home life**  |  |  | High/Medium/Low |  |  |  |  |
| **4** | **Isolation / Loneliness, Distractions** |  |  | High/Medium/Low |  |  |  |  |
| **Support** |
| **5** | **Demotivation, Confined working space, Restricted work environment (inability to work in office), Reduced/remote contact** |  |  | High/Medium/Low |  |  |  |  |
| **6** |  |  |  | High/Medium/Low |  |  |  |  |
| **Relationships** |
| **7** | **Less Supervision, Technology (dependency on smart devices for contact), Lack of impromptu contact** |  |  | High/Medium/Low |  |  |  |  |
| **8** |  |  |  | High/Medium/Low |  |  |  |  |
| **Role** |
| **9** | **Change to objectives/focus of role, Change to urgent priorities** |  |  | High/Medium/Low |  |  |  |  |
| **Change** |
| **10** | **Change in sleep pattern, Removed or changed role boundaries, Lack of work environment boundaries** |  |  | High/Medium/Low  |  |  |  |  |
| **11** |  |  |  | High/Medium/Low  |  |  |  |  |