OCCUPATIONAL
STRESS RISK
ASSESSMENT

The ‘H’ in OSH can sometimes be forgotten - somehow less important than its peers. However, an unhealthy workforce is an unproductive workforce and sensible employers are realising that investing in occupational health will pay dividends in having healthy, productive workplaces and employees.

When deciding to tackle an occupational health issue, such as workplace stress, exactly the same protocol is followed as on any other safety matter – undertake a risk assessment:

- Identify the hazards;
- Identify who is at risk and to what extent;
- Evaluate the risk and select additional control measures (if required);
- Implement the selected control measure(s) in the workplace; and
- Monitor the control measures

Implementing stress management policies and procedures benefits everyone:

- Employees – improved health and happiness in their jobs
- Employers – improved loyalty, reduced employee turnover, productive workers
- Businesses – a healthy and productive workforce will lead to improved operational performance with less incidents and injuries plus reduced absenteeism and lower medical insurance costs
- Abu Dhabi – enhanced reputation as a forward-thinking country with progressive employment policies

Creating a stress-free workplace:

- Ensure workers understand their roles and responsibilities
- Undertake regular consultation with staff about changes that may impact them or their role
- Ensure that workers have the necessary tools, time, ability and empowerment to carry out the tasks assigned to them
- Keep workers informed about organisational change to reduce uncertainty
- Implement an anti-harassment and violence policy
- Provide clear lines of communication throughout the organisation and encourage feedback