**Occupational Health Department**

**Flow Chart for Managing Stress at Work**

Line Manager concerned about occupational stress uses **Risk Assessment for Occupational Stress** process to identify and address work-related stressors (link)

Work through the action plan

OH Management Report with recommendations produced.

Managers to develop and implement action plan.

Facilitated **Stress Risk Assessment Workshop** undertaken by OH Department

Hot spot stress identified by manager or via sickness absence reporting

Monitor and periodic review (e.g. every 12 months)

Findings discussed with team /employees and an action plan agreed

Employee indicates they have specific work-related concerns or are absent with stress attributed to work

Line manager completes **Employee Focussed Individual Risk Assessment / Return to**

**Work Questionnaire**

(link)

No issues identified

Refer to OH for assessment, advice and support?

No further action

Keep a record on file