

# Work-related stress risk assessment is an employer duty.

Under the Health & Safety at Work Act 1974 and Management of Health & Safety at Work Regulations 1999, UK employers must assess and act on psychosocial risks in the same way they manage physical hazards.

TELUS Health helps organisations turn that duty into a practical, evidence-backed approach that protects people, supports managers and strengthens workforce resilience.

## Why act now?

The Health and Safety Executive has made work-related stress and mental health a clear priority. Employers are expected to identify risks, involve employees, take action and review whether those actions are working.

## The legal basis

**HSWA 1974 s. 2:** General duty to ensure employee health, safety & welfare — explicitly includes psychological health.

**MHSWR 1999 Reg. 3:** Mandatory risk assessment of all workplace hazards, including psychosocial stressors.

## The six domains every employer must assess



### Demands

Workload, work environment, and working patterns. Includes workload volume, work pace, working hours, and job design.



### Control

How much say workers have in the way they do their work. Employee autonomy and decision-making latitude.



### Support

Encouragement, sponsorship, and resources provided by the organisation, line management, and colleagues.



### Relationships

Promoting positive working to avoid conflict and dealing with unacceptable behaviour. Bullying, harassment, team dynamics.



### Role

Whether people understand their role within the organisation and whether the organisation ensures they do not have conflicting roles.



### Change

How organisational change (large or small) is managed and communicated in the organisation.

The current state of the UK workforce.

**946K**

workers affected

Workers suffering work-related stress, depression or anxiety<sup>1</sup>

**22.1M**

working days lost

Working days lost annually to workrelated mental ill-health<sup>1</sup>

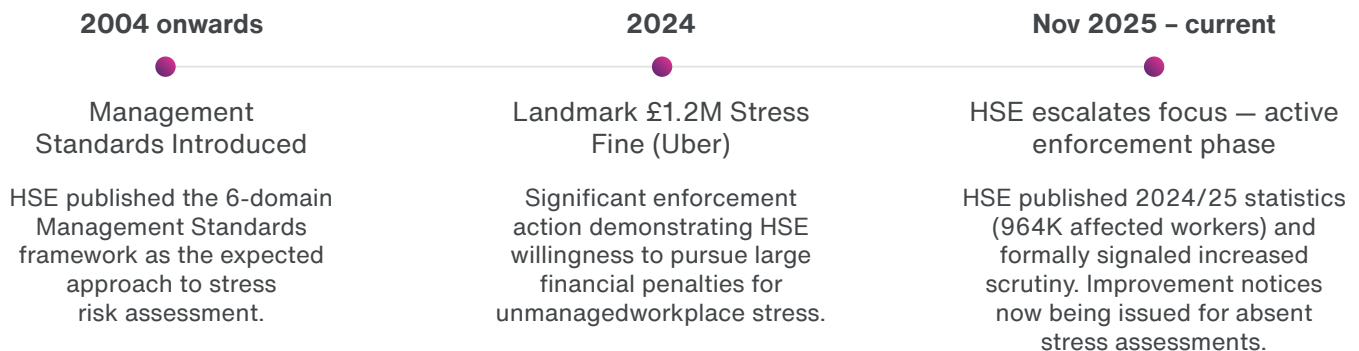
**66%**

non-compliant orgs

UK organisations not formally assessing workplace stress despite HSE tighter enforcement<sup>1</sup>

Obligation	Legal basis	Status
Documented stress risk assessment across all 6 HSE domains	MHSWR 1999 Reg.3	Required
Control measures implemented on identified psychosocial risks	HSWA 1974 s.2	Required
Regular review and update of risk assessments	MHSWR 1999 Reg.3	Required
Written records (5+ employees)	MHSWR 1999	Required
Dignity at Work policy & investigation procedures	HSWA 1974	Required
HSE Stress Indicator Tool administered	HSE Management Standards	Required
Mental Health Lead & First Aiders appointed	HSE Guidance	Best Practice
Board-level Wellbeing Action Plan	HSE Guidance	Best Practice
Manager Capability Programme delivered	HSE Guidance	Best Practice
Confidential reporting & absence analytics in place	HSE Guidance	Best Practice

### HSE enforcement trajectory



Strengthen your approach to workplace stress risk.

Connect with TELUS Health to understand your current approach to work-related stress, identify possible gaps and explore next steps to ensure compliance.

[telushealth.com/contact](https://telushealth.com/contact)