



Healthy Work Assessment - Identifying Stressful Aspects of Work

Feature of healthy work	What tells me this is present/absent in the workplace	Extent to which this can be controlled by management		Extent to which this can be controlled by the individual		How can management support staff?	How can the individual support management and colleagues?
Organisational Function and culture: <ul style="list-style-type: none"> • Rigid work practices • Poor communication • Non-supportive work culture 		High	Low	High	Low		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		
Role in organisation: <ul style="list-style-type: none"> • Role/task ambiguity • Role conflict • Too much responsibility 		High	Low	High	Low		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		
Career Development: <ul style="list-style-type: none"> • Career uncertainty/stagnation • Poor status or status incongruity • Lack of rewards 		High	Low	High	Low		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		
		5	4 3 2 1	5	4 3 2 1		

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Decision latitude/control: <ul style="list-style-type: none"> • Little opportunity to participate in decision making • Lack of control over work rate and/or scheduling 		High	Low	High	Low		
		5 4 3 2 1		5 4 3 2 1			
		5 4 3 2 1		5 4 3 2 1			
Relationships at work: <ul style="list-style-type: none"> • Physical isolation, poor relationships between people • Conflict • Bullying 		High	Low	High	Low		
		5 4 3 2 1		5 4 3 2 1			
		5 4 3 2 1		5 4 3 2 1			
		5 4 3 2 1		5 4 3 2 1			
Homework interface: <ul style="list-style-type: none"> • Conflicting demands • Unreasonable expectations on personal time 		High	Low	High	Low		
		5 4 3 2 1		5 4 3 2 1			
		5 4 3 2 1		5 4 3 2 1			
Task design: <ul style="list-style-type: none"> • Lack of variety • Fragmented/tedious work 		High	Low	High	Low		
		5 4 3 2 1		5 4 3 2 1			
		5 4 3 2 1		5 4 3 2 1			

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<ul style="list-style-type: none"> Under-utilisation of skills Constant customer contact 		5 4 3 2 1 5 4 3 2 1	5 4 3 2 1 5 4 3 2 1		
Workload or work pace: <ul style="list-style-type: none"> Lack of control over work pace Work over or under-load High levels of time pressure 		High Low 5 4 3 2 1 5 4 3 2 1 5 4 3 2 1	High Low 5 4 3 2 1 5 4 3 2 1 5 4 3 2 1		
Work schedule: <ul style="list-style-type: none"> Rosters badly designed Long or unsociable work hours 		High Low 5 4 3 2 1 5 4 3 2 1	High Low 5 4 3 2 1 5 4 3 2 1		
Work context: <ul style="list-style-type: none"> Inherently hazardous work No two way communication on workplace issues 		High Low 5 4 3 2 1 5 4 3 2 1	High Low 5 4 3 2 1 5 4 3 2 1		