

Stress Indicator Tool (SIT)

Moving Forward





MOVING FORWARD

FOCUS (DELVING DEEPER)

The results may have thrown up surprising results for your company or confirmed what you already knew. Either way, the next step would be to conduct a series of interviews and focus groups with a cross-section of staff. This cross-section will include representation from all levels of the organisation: e.g. general workers, supervisors and managers, to ensure that you get to the heart of the matter. Specific issues arising from the survey results should be addressed as fully and frankly as possible in the focus groups. To ensure robust results run focus groups and/or interviews with between 10% and 20% of employees. The outcome will be a first step in identifying action plans and strategy. Including your employees in this process ensures that action plans arising from focus group discussions should work.

REVIEW & EVALUATE (HOW YOU ARE DOING?)

HSE suggests that you monitor and review the effectiveness of your action plan and evaluate whether it is having the desired effect. The information can be used to shape your future strategies and to help you identify the most suitable areas in which to invest your resources.

As part of the review process, the optimal time to re-run the Stress Indicator Tool survey is between 18 and 24 months.

NEED HELP?

If you would like assistance with your results and/or moving forward with action plans, please contact us for a list of our consultancy offerings on productsupport@hsl.gsi.gov.uk.



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