

4. Post - Change Wellbeing Risk Assessment

The Standard: The change is understood by all employees and is suitable to meet future work demands. Employees have adequate support and information to deal with the demands of their roles.

<p>Desired States (Tick as many that apply currently):</p> <ul style="list-style-type: none"> Roles are designed to meet employee's capabilities Staff development needs arising from any new structure are addressed Employee's concerns about uncertainties, work environment or demands are addressed Employees clearly understand their own roles and responsibilities and those of others Employees know what support is available and how to access it Managers and staff share information relevant to their work. 	<p>Red Flags (Tick as many that apply currently):</p> <ul style="list-style-type: none"> Not enough time to complete work Reported concerns over excessive workloads Conflicting demands Concerns over excess pressure Poor morale Employees not aware of support available Lack of skills for new roles Uncertainty or lack of clarity over new roles or structure High or increased disciplinary/ grievance/ bullying/harassment cases High or increased sickness absence rates Productivity issues Discord / conflict / dysfunctional teams Other issues related to the restructure outcomes.
<p>Based on your findings above is the risk of not achieving the Standard:</p> <p>*Low * Medium * High*</p>	
<p>Possible Control Measures (tick any that are already in place):</p> <ul style="list-style-type: none"> Organisational structure charts for new structure in place and communicated Job summaries written, graded and communicated Outcomes of restructure have been clearly communicated and understood SRDS review in place for all staff Regular updates /feedback at team meetings or one-to-ones to address concerns Existence of relevant HR policies communicated Staff development activities and management development activities as appropriate Post-restructure team away-day to 'regroup'. 	

Additional Control Measures Required: