

# Remote Working Stress Risk Assessment Tool



## Section A

The following questionnaire asks about you and your working conditions. This information will inform and guide future work improvements and help to monitor any effects.

Tick Here

a. Thinking about my home circumstances... (Please tick all that apply)	I live alone	
	I live with a partner / spouse	
	I live with preschool or primary aged child/ren	
	I live with secondary school child/ren	
	I live with adult children	
	I have caring responsibilities	
	Other	
b. My current working pattern is...	Full time	
	Part time	
	Other	
c. Which of the following best describe your role prior to any COVID-related changes to your working practices? (Please tick all that apply)	Office	
	Worksite-based	
	Homeworking	
	Other	
d. What proportion of your working time do you currently work from home?	Not at all	
	Less than 20%	
	20-40%	
	41-60%	
	61-80%	
	81-100%	
e. When working away from the home environment, what other types of workplaces are a regular part of your current working pattern? (Tick all that apply)	Office	
	Worksite-based	
	None – I only work from home	
	Other	

## Section B

The following questions ask you to think about your work generally, reflecting on recent months. Please read each statement and circle the response that best describes how you feel about your work.

### Thinking about my work generally...

1. I am clear what is expected of me at work	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
2. I can decide when to take a break	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
3. Different groups at work demand things from me that are hard to combine	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
4. I know how to go about getting my job done	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
5. I am subject to personal harassment in the form of unkind words or behaviour	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
6. I have unachievable deadlines	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
7. If work gets difficult, my colleagues will help me	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
8. I am given supportive feedback on the work I do	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
9. I have to work very intensively	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
10. I have a say in my own work speed	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
11. I am clear what my duties and responsibilities are	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
12. I have to neglect some tasks because I have too much to do	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>

**Thinking about my work generally (cont)...**

13. I am clear about the goals and objectives for my department

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

14. There is friction or anger between colleagues

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

15. I have a choice in deciding how I do my work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

16. I am unable to take sufficient breaks

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

17. I understand how my work fits into the overall aim of the organisation

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

18. I am pressured to work long hours

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

19. I have a choice in deciding what I do at work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

20. I have to work very fast

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

21. I am subject to bullying at work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

22. I have unrealistic time pressures

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

23. I can rely on my line manager to help me out with a work problem

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Thinking about my work generally (cont)...

24. I get help and support I need from colleagues	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
25. I have some say over the way I work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
26. I have sufficient opportunities to question managers about change at work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
27. I receive the respect at work I deserve from my colleagues	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
28. Staff are always consulted about change at work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
29. I can talk to my line manager about something that has upset or annoyed me about work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
30. My working time can be flexible	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
31. My colleagues are willing to listen to my work-related problems	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
32. When changes are made at work, I am clear how they will work out in practice	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
33. I am supported through emotionally demanding work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5
34. Relationships at work are strained	Strongly Disagree <input type="checkbox"/> _5	Disagree <input type="checkbox"/> _4	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _2	Strongly Agree <input type="checkbox"/> _1
35. My line manager encourages me at work	Strongly Disagree <input type="checkbox"/> _1	Disagree <input type="checkbox"/> _2	Neutral <input type="checkbox"/> _3	Agree <input type="checkbox"/> _4	Strongly Agree <input type="checkbox"/> _5

## Section C

### Thinking about my work experiences as a whole...

36. I can effectively manage the balance between home and work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
37. I have a choice in deciding the extent to which I work remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
38. My team are compassionate and accepting of individual circumstances	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
39. My line manager makes time for regular one-to-one interactions with me	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
40. The distinction between my home and work is clear	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5

## Section D

### Thinking specifically about working from home...

41. I can 'bounce ideas' off my colleagues when working remotely	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
42. My line manager tries to create fairness in the remote team*	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
43. I am clear what is expected of me when working remotely	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
44. I experience friction and frustration in my remote working relationships	Never <input type="checkbox"/> 5	Seldom <input type="checkbox"/> 4	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 2	Always <input type="checkbox"/> 1
45. When I am working remotely, changes that affect me are well communicated	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
46. Systems are put in place to support effective remote delivery during periods of change	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
47. Changes that affect my remote working are well thought out	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5

**Thinking specifically about working from home...**

48. When working remotely, I feel the need to be constantly available	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
49. I have control over my schedule when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
50. I have sufficient remote interaction with colleagues to feel part of the team	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
51. My line manager facilitates positive remote team interactions	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
52. Conflict with colleagues is more difficult to resolve when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
53. Our team is able to effectively respond to changes when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
54. I have access to effective training and learning opportunities when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
55. I have sufficient interaction with colleagues to effectively deliver my work remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
56. My line manager encourages me to look after my wellbeing when I am working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
57. I have a healthy and safe workstation at home	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
58. I am able to build new relationships remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
59. Remote interaction with colleagues is effective in supporting me through emotionally difficult work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
60. Working remotely feels monotonous	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1

## Thinking specifically about working from home (cont)...

61. I feel trusted by my line manager to make good decisions about my remote working practices	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
62. My line manager contacts me remotely to check on my wellbeing	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
63. I have access to digital systems that support effective informal communications with remote colleagues	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
64. I find it difficult to keep up with the volume of digital communication	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
65. I have suitable mechanisms to reach out to colleagues remotely, if I need support	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
66. I find it difficult to maintain healthy limits on my work hours when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
67. I am concerned about being closely monitored when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
68. I have sufficient opportunities for informal interaction with my colleagues when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
69. My line manager models positive and healthy remote working behaviours	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
70. My workload feels more intense when I am working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
71. Working remotely gives me more freedom of choice	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
72. Our remote team meetings are sufficiently frequent	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
73. I feel that my line manager recognises and values the work I do remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5



**Thinking specifically about working from home (cont)...**

74. I feel connected to the change decision makers when working remotely	<b>Strongly Disagree</b> <input type="checkbox"/> 1	<b>Disagree</b> <input type="checkbox"/> 2	<b>Neutral</b> <input type="checkbox"/> 3	<b>Agree</b> <input type="checkbox"/> 4	<b>Strongly Agree</b> <input type="checkbox"/> 5
75. Our remote team meetings provide a good opportunity for peer support	<b>Strongly Disagree</b> <input type="checkbox"/> 1	<b>Disagree</b> <input type="checkbox"/> 2	<b>Neutral</b> <input type="checkbox"/> 3	<b>Agree</b> <input type="checkbox"/> 4	<b>Strongly Agree</b> <input type="checkbox"/> 5
76. Remote access to meetings has facilitated wider attendance	<b>Strongly Disagree</b> <input type="checkbox"/> 1	<b>Disagree</b> <input type="checkbox"/> 2	<b>Neutral</b> <input type="checkbox"/> 3	<b>Agree</b> <input type="checkbox"/> 4	<b>Strongly Agree</b> <input type="checkbox"/> 5

\***Team** refers to the group of colleagues you **most closely align with**. This can be a group of peers, or a team you manage.

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