

CBS Ltd – Risk Assessment: Mental Health and Wellbeing

Company: CBS Building Contractors Ltd

Activity: Construction & refurbishment projects

Location: All sites

Assessment Date: 25 June 2024

Assessor: T Considine CMIOSH

Review Date: 24 June 2027

1. Risk Matrix

		Severity				
		Negligible	Minor	Moderate	Major	Catastrophic
Likelihood	Almost certain	5	10	15	20	25
	Likely	4	8	12	16	20
	Possible	3	6	9	12	15
	Unlikely	2	4	6	8	10
	Rare	1	2	3	4	5

Risk Rating = L x S

1–6 Low (Green)

8–12 Medium (Amber)

17–25 Very High (Red)

2. Hazards, Risks & Controls

Hazard / Issue	Risk	Who is at Risk	Existing Controls	Risk Rating (LxS)	Additional Controls Required
Excessive working hours, long shifts, tight deadlines	Fatigue, burnout, stress, reduced concentration leading to errors/accidents	Site operatives, managers	Working Time Regs compliance, breaks encouraged, rota planning	3x4 = 12 (Med)	Introduce fatigue management plan, ensure maximum hours policy, promote work-life balance
Job insecurity & short-term contracts	Anxiety, stress, low morale	Direct staff, subcontractors	HR policies, contract transparency	3x3 = 9 (Med)	Better communication about pipeline, provide early notice of contract ends
High-pressure environments, unrealistic client deadlines	Stress, conflict, reduced wellbeing	All workers	Site planning meetings, toolbox talks	3x4 = 12 (Med)	Stress risk assessment per HSE guidance, manager training on workload management

Bullying, harassment, poor site culture	Anxiety, depression, presenteeism	All staff	Company policy against bullying, reporting line	2x4 = 8 (Med)	Introduce confidential reporting, manager training, clear disciplinary action
Exposure to traumatic events (accidents, near misses, fatalities)	PTSD, acute stress	Site operatives	Accident investigation procedure	3x4 = 12 (High)	Provide post-incident debrief & access to counselling (EAP)
Poor communication & lack of support	Isolation, poor morale	Remote/small site workers	Site induction, daily briefings	2x3 = 6 (Low)	Introduce buddy/mentor system, weekly check-ins
Stigma around mental health	Failure to seek help, worsening illness	All workers	Open-door policy	3x4 = 12 (Med)	Mental health awareness training, trained Mental Health First Aiders

3. Improvement Plan

Action	Responsible	Timescale	Outcome
Develop and implement a Mental Health & Wellbeing Policy	Director	3 month	Clear company-wide approach to wellbeing
Appoint and train at least one Mental Health First Aider	H&S Advisor	3 months	On-site support and early intervention
Carry out Stress Risk Assessments using HSE Management Standards	Site Managers/H&S Advisor	6 months	Identification of workplace stressors
Conduct Mental Health Toolbox Talks (fatigue, stress, coping strategies)	Site Supervisors/H&S Advisor	Ongoing	Awareness and stigma reduction
Introduce confidential reporting line for bullying, harassment, or mental health concerns	Director/HR Consultant	3 months	Safe escalation process
Implement point of work wellbeing check-ins in daily briefings	Site Managers	Ongoing	Early detection of wellbeing issues
Annual review of wellbeing initiatives with worker consultation	Director	Annually	Continuous improvement & engagement