

Foreseeability Notification

To: Operations Manager

Cc: Branch Chair

FORESEEABILITY NOTIFICATION

My workload has become excessive and it is adversely affecting my health in the following way(s):*

I am worried for my own health in the event that my excessive workload persists and I believe that the demands currently being placed upon me are unreasonable. I am formally placing on record my concern that unless my situation is alleviated through a return to a reasonable workload, then there is a significantly enhanced risk of my being signed off work sick as a consequence of stress at work.

My excessive workload has now persisted forweeks/months and I notified my line manager of this on
The extent of my symptoms indicates to me that the likelihood of my suffering significant ill health is becoming increasingly imminent.

Under the Health and Safety at Work Act, I have a duty of care for my own health whilst at work. Excessive workload leading to stress is recognised as a risk to health. Under the same legislation the Service also has a duty of care for my wellbeing. Failure to take all reasonable steps to observe this duty properly can render the Service liable for damages.

I expect that, as a reasonable employer who is concerned to minimise the risks posed to your staff by excessive workloads, you will be able to advise my line manager on how to rectify this situation.

Name: Office.....

Date:

Notes on use:

- * *Enter symptoms, e.g. increased levels of anxiety, sleeplessness, digestive problems, headaches, lack of concentration, weight loss, increased consumption of food and/or alcohol, increased irritability resumed smoking etc.*

The concepts of 'foreseeability' are used in this letter for good reason. If a worker suffers ill-health (e.g. psychiatric - depression or a breakdown) and this can be proved to be work-related, then if the employer could reasonably have foreseen (foreseeability) the ill health and was aware that it was imminent and took no steps to reduce the risks to the individual (e.g. of excessive workload), then there is an enhanced likelihood of their being found liable in law.

If you are uncomfortable about filling in this letter and sending it off, whilst at the same time feeling that you should be doing something, then it is suggested that you discuss your situation confidentially with your Health & Safety Rep. and/or a Branch Officer.