

*The Company* are committed to protecting the health, safety, and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors. This policy will apply to everyone in *The Company*. The management team are responsible for implementation and *The Company* is responsible for providing the necessary resources.

The Health and Safety Executive define stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

Policy:

- *The Company* will identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.
- *The Company* will consult with safety representatives on all proposed action relating to the prevention of workplace stress.
- *The Company* will provide training for all managers and supervisory staff in good management practices.
- *The Company* will provide confidential counselling for staff affected by stress caused by either work or external factors.
- *The Company* will provide adequate resources to enable managers to implement the company’s agreed stress management strategy.

There is a responsibility placed on all of the management team to:

- Conduct and implement recommendations of risks assessments within their jurisdiction.
- Ensure good communication between management and staff, particularly where there are organisational and procedural changes.
- Ensure staff are fully trained to discharge their duties.
- Ensure staff are provided with meaningful developmental opportunities.
- Monitor workloads to ensure that people are not overloaded.
- Monitor holidays to ensure that staff are taking their full entitlement.
- Ensure that bullying and harassment is not tolerated within their jurisdiction.
- Be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.g., bereavement or separation.

There is a responsibility placed on all employees to.

- Raise issues of concern with your Safety Representative, line manager or occupational health.
- Accept opportunities for counselling when recommended.

The Company will provide specialist advice and awareness training on stress and train and support managers in implementing stress risk assessments. We will support individuals who have been off sick with stress and advise them and their management on a planned return to work, referring to workplace counsellors or specialist agencies as required.

Signed: 

Date 01/02/2024

Mr Martin McDermott, Managing Director