

Stress Management Policy

Haden Young Limited has a policy to develop a culture throughout the organisation, which is committed to the prevention of injuries and ill health of our employees and others who may be affected by our work, and to prevent any damage or loss to the environment.

We will ensure, so far as reasonably practicable that no member of staff is subjected to a level of stress due to work, which is detrimental to their health. We will, if workplace stress does occur, deal with it in an open and fair manner.

Where we become aware of signs of behavioural or physical stress we will direct the employee concerned to receive appropriate counselling and/or medical consultation. We also investigate all claims of ill health due to workplace stress to ensure appropriate action is taken to prevent any recurrence or worsening of the situation.

The assessment of risks arising from work hazards must include risks that pose a threat to psychological health as well as physical health and safety. These risk assessments are also supplemented by regular one-on-one dialogue between managers or supervisors and their staff or operatives to give the opportunity to listen, understand and maintain assessment of behaviour and lead by guidance and example.

The Occupational Health Work Group will promote an equitable work life balance. They will look at various measures, which should help counteract the effects of stress. They will consider and implement awareness raising campaigns; e.g. looking at the provision dietary advice, practical help in stopping smoking and combating obesity.

Individuals must take some personal responsibility for control of their own levels of stress and not needlessly put themselves at risk from potential stressors. Employees have a legal obligation to report any illness or injury, which they feel may be caused or exacerbated by work. Any staff member who believes they (or a colleague) may be suffering from stress in the workplace must bring this to the attention of, in the first instance, their Line Manager, or the Personnel Department.

Appropriate training will be available to assist staff in managing personal stress and time management and to assist managers in managing stress in the workplace.