

## **STRESS POLICY**

### Introduction

We 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. Managers are responsible for implementation and the company is responsible for providing the necessary resources.

### Definition of stress

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 provide training for all managers and supervisory staff in good management practices.
- The company will support any confidential counselling for staff affected by stress caused by work or external factors.
- The company will provide adequate resources to enable managers to implement the company’s agreed stress management strategy.

### Responsibilities

#### Managers

- Conduct and implement recommendations of risks assessments within their jurisdiction.
- Ensure good communication between management and staff, particularly where there are organisational 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 working hours and overtime to ensure that staff are not overworking.
- Monitor holidays to ensure that staff are taking their full entitlement.
- Attend training as requested in good management practice and health and safety.
- 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.

#### Appointed Person Health and Safety

- Provide training on stress.
- Advise managers and individuals on training requirements.

- Train and support managers in implementing stress risk assessments.
- Support individuals who have been off sick with stress and guide them and their management on a planned return to work.
- Monitor and review the effectiveness of measures to reduce stress.
- Inform the employer of any changes and developments in the field of stress at work.

#### Human Resources (Consultant)

- Give guidance to Appointed Person on the stress policy.
- Help monitor effectiveness of measures (where necessary) to address stress by collating sickness absence statistics.

#### Employees

- Raise issues of concern with the appointed person or your line manager.
- Accept opportunities for counselling when recommended.

#### Safety Representatives (AP and Consultant)

- Safety Representatives must be meaningfully consulted on any changes to work practices or work design that could precipitate stress.
- Safety Representatives must be able to consult with members on the issue of stress.
- Safety Representatives must be meaningfully involved in the risk assessment process.
- Safety Representatives should be allowed access to collective and anonymous data from HR.
- Safety Representatives should conduct joint inspections of the workplace regularly to ensure that environmental stressors are properly controlled.

#### Safety Committee (Board of Directors)

- The Safety Committee will perform a pivotal role in ensuring that this policy is implemented.
- The Safety Committee will oversee monitoring of the efficacy of the policy and other measures to reduce stress and promote workplace health and safety.

Signed



Date: 05 January 2023

John Solomi  
Chairman  
HSL Group Limited