



## **29.0 Stress Management**

The company is committed to promoting the wellbeing of its employees through good management practices and shall make every effort to ensure that all employees feel they are valued and respected and that they receive support from the organisation if they raise concerns about any issues that may be affecting their work.

### **29.1 Risk Assessment**

The company shall carry out suitable and sufficient risk assessments to identify actual and potential causes of stress in the workplace and the risk to employees in the organisation as a whole. Any risks shall be reduced to as low a level as reasonably practicable. Assessments shall be carried out for Individual employees where stress has been identified as a factor.

### **29.2 Employer's Duties**

The company shall implement measures to ensure that;

- Work is scheduled sensibly so that there is enough time to do the allocated tasks.
- Employees are not expected to work long hours over an extended period.
- Employees are given a say in how they do their work.
- The amount of control is balanced against the demands placed upon employees.
- There is good communication between the employer and employees.
- Employees are not bullied or harassed.
- Communicating to employees the reason for any changes.
- The organisation provides a supportive climate for employees.
- Employees receive suitable and sufficient training to do their jobs.
- Employees receive support from their immediate line management.
- Employees can share their concerns about health and safety at work.