



# STRESS MANAGEMENT POLICY

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**Policy Implementation Date:**

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Haines Business Systems Ltd

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## STRESS MANAGEMENT POLICY

### Introduction

The company is committed to protecting the health, safety and welfare of our employees and recognise that workplace stress is a health and safety issue. This policy should be read in conjunction with other company policies relating to a healthy workforce, and to the general health and safety policy.

We acknowledge the importance of identifying and reducing workplace stressors and this stress management policy is part of the company's on-going commitment to reduce and manage work-related stress. This policy will evolve over time according to the changing needs of the business and our employees. It is important, therefore, that employees are kept up to date with the latest version of this policy. Check that the version you are reading is the most current (check that the policy has not expired – see the date on the front sheet – or that a newer version has not been issued, with the old one not being replaced).

### Policy Statement and Commitment

This company is committed to promoting a supportive climate and a culture of openness where stress is not seen as a personal weakness, and will take action to reduce avoidable work-related stress whenever it is brought to our attention by management or individual employees. We will ensure that wherever possible, stressful situations are appropriately managed and that employees can access appropriate assistance, advice and support. The company also recognises that there are inevitable stressful events that may occur in an employee's personal life that can have an impact on their working lives, and the company will work to support employees during such times.

This policy provides some general information on stress and the company's approach to stress management. Additionally, it provides information on the procedures to be ...