TRANSPORTATION YOU CAN RELY ON

P19 – Stress Policy

01.08.2023

P-19 Stress Policy

As a company we recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying workplace stressors such as excessive pressure or demands being made in their workplace role.

The company takes a proactive approach to recognising, acknowledging and preventing potential stress risks both work related and externally.

It is the policy of the company to;

- identify and where practicable reduce or eliminate causes of stress;

- Include consideration of stress in Risk Assessments;

- Provide training and resources for identification and reduction of stress;

- Provide resources and assistance to any workers who have reported concerns about stress;

- Monitor workloads, working hours and ensure all workers have adequate leave from work;

- Monitor the work environment to ensure there is no bullying or harassment;

- Take action with regards any preventable causes of stress.

A Stress audit form is available to all workers and workers are encouraged to speak to their line manager if they are having any stress related issues. Where stress has been identified additional support will be provided and a review of workload and activities completed.

As a company we recognise that our performance will be enhanced by workers who are not stressed and have a manageable workload and that workers have the skills and resources available to them to complete their operational tasks effectively.

Other causes of stress in the workplace will also be reviewed and monitored and all workers are encouraged to openly report and discuss any issues that are causing them concern. Any concerns will be considered by management in a confidential and sympathetic manner. Causes of stress from out with the workplace can also be discusses and will be taken into account.

Approved by:

Damian McLanachan

Managing Director

McLanachan Transport

Date: 01.08.2023