

9.0 STRESS

9.1 Background

Stress as defined by the HSE is “the adverse reaction a person has to excessive pressure or other types of demand placed upon 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.

Stress in the workplace can be caused by a number of factors such as job design, overload, working environment, relationships with other employees, and lack of communication. There are also a number of external factors that can contribute to workplace stress such as alcohol & drug abuse, relationship breakups, and bereavement.

9.2 Applicable Legislation

The Health & Safety at Work etc Act 1974

9.3 Procedure

The responsibility for managing stress within Forest Edge Construction is ultimately down to the Company Director/s but all Individuals have a legal duty to take reasonable care of their own health, and this includes situations where an individual maybe adversely affected by others actions. Employees are strongly encouraged to discuss, at an early stage, any stress related.

If employees do not advise that they are suffering from stress, are unable to cope with the demands of the job, or Forest Edge Construction is unaware that they have a particular problem then we will not be in a position to help.

Forest Edge Construction will so far as is reasonably practicable pre-plan work taking into consideration the capabilities of individual employees and with stress in mind.

Where employees are suffering from excessive stress, we will provide the necessary mechanisms to promote a return to full health as quickly as possible.