DSEC
RAIL PROJECTS

STRESS POLICY

Introduction

We are committed to protecting the health, safety and welfare of our employees and recognises that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stress. This policy will apply to everyone in the Company and 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 stress and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.
- The Company will consult with staff on all proposed action relating to the prevention of workplace stress.
- The Company will provide confidential counselling (if required) for staff affected by stress caused by either work or external factors.

Responsibilities

Line Managers

- Conduct and implement recommendations of risks assessments within their jurisdiction.
- Ensure good communication between management and staff, particularly where there are organisational and procedural 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.

Occupational specialists

- Provide specialist advice on stress. Support managers in implementing stress risk assessments.
- Support individuals who have been off sick with stress and advise them and their management on a planned return to work.
- Refer to workplace counsellors or specialist agencies as required.
- 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.

Employees

- Raise issues of concern with your line manager or occupational health professional.
- Accept opportunities for counselling when recommended.

The policy will be monitored and reviewed annually during Management Review Meeting.

Signed:

Name (Print): D Smalley

Position: Managing Director

Dated : 31st October 2025

Review Date:- By 31st October 2026