



Stress Policy Statement

1. POLICY STATEMENT

Olivet Group (incorporating Oliveti Construction Ltd and Oliveti Cubicles Ltd) is committed to the protection and promotion of wellbeing of all employees (and sub-contractors) and shall continuously strive, so far as is reasonably practicable, to improve the working environment. It is the Company's intention that the working environment is a pleasant and productive place and our belief is that these conditions are conducive to the optimum outcomes for the individual and the business.

Olivet Group will aim to identify, eliminate and minimise all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees (and sub-contractors) in order to so far as is reasonably practicable provide a working environment that promotes and supports the wellbeing of all employees. We are aware of the effects untreated, long-term stress can have on individuals and have designed the following policy to help prevent employees suffering from this. We do however acknowledge that a certain amount of pressure is commonplace in the working environment and that in a controlled manner, pressure can be essential to peak performance. The policy will assist in striking the right balance between stress and pressure.

2. SCOPE

This policy will comply with Health and Safety legislation and best practice guidelines.

This policy will be developed in accordance with existing organisational policies and procedures.

This policy will be owned at all levels of the company, developed and implemented across all departments, evaluated and reviewed as appropriate.

3. SYMPTOMS OF STRESS

Symptoms of stress include problems sleeping; dietary problems; mood swings; lethargy; inability to concentrate; fatigue; irritability; anxiety; withdrawal; apathy; low productivity; inability to prioritise; poor decision making; chest pains; palpitations; sweating; racing heart and others. If employees suffer from any of these symptoms, they are advised to consult their General Practitioner (GP) without any delay.


4. STRESS REPORTING PROCEDURE

- 4.1 If employees consider themselves to be suffering from stress, they should approach their Manager, who will act in strict confidence and adopt a positive approach to the issue and examine what steps can be taken to manage the stress e.g. counselling, retraining; help with prioritising work and reallocation of work.
- 4.2 Where it is medical opinion that an individual is suffering from work related stress, no disciplinary action will be taken against the individual. In such instances and where appropriate, individuals will be referred for counselling to determine what, if any, reasonable adjustments can be made in the workplace.
- 4.3 Absence due to non-work-related stress will be treated in the same way as any other ill-health under Section 1 – Attendance and Absence and Section 3 – Absence Policy.
- 4.4 On return to work from any period of stress-related illness, the Company will take account of medical opinion (if appropriate and available) and the needs of the business when determining which duties are most appropriate.



5. POLICY REVIEW

Olivet Group will regularly review this Policy Statement to determine its effectiveness in order to ensure it remains appropriate to the nature and scale of the organisations risks. The Policy Statement will be amended when changes to legislation or operational procedures require. Amendments will be issued to all Oliveti Group employees, subcontractors and any other individuals working on behalf of Oliveti Group where necessary.

Signed: 

G Oliveti, Managing Director

January 2022