Handling Workplace Stress Problems

Workplace Stress Problems
- Problems at work, problems at home affecting work?
- Illness, Sickness Absence
- Peer Group Conflict
- Workplace disputes
- Complaints

Safety Committee
- Initial discussion of problem
- Worker sickness absence patterns
- Seek agreement to pursue with appropriate advice

Employee Support
- Counselling, Guidance, Human Resources and Trades Union involvement

Employee/Manager
- Aware of problems
- Discussion and advice sought for

Shop Steward Committee
- Trades Union meetings
- Trades Union advice

Trades Union
- Aware of problems
- Discussion and advice sought for

Sickness Absence
- Agreed policy
- TU Support throughout process
- Sympathetic supportive approach
- Confidential

Agreed workplace Audit
- Open, confidential and transparent
- Well publicised to all
- All-inclusive
- Clear commitment to respond to outcomes

In house Stress Policy
- Agreed across the board
- Commitment from the top and throughout
- Regular reviews

Stress Risk Assessments
- Agreed processes
- Competent person carries out assessments
- Outcomes recorded in writing
- Agreed Control Measures
- Regular reviews

Report Back To Safety Committee
- Unions, Management etc
- Process modification as necessary

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