

STRESS MANAGEMENT

POLICY STATEMENT



Policy Statement:

Rev 4

Issue Date:

10/01/2017

Signed:

EAMONN LAVERTY

A handwritten signature in black ink, appearing to read 'Eamonn Lavery'. The signature is written in a cursive style.

Managing Director

The Board of McAleer & Rushe defines stress as the reaction people have to excessive pressures or other types of demand placed on them. It can arise from factors both from within and outside the workplace.

The factors intrinsic to every workplace which may contribute to stress amongst employees include, but are not limited to, working relationships, job design, workload, and contractual issues.

The non work related or external factors from which significant stress can also arise include bereavement, marriage, or divorce.

Intrinsic or external factors or a combination of both can give rise to a range of stress symptoms from irritability and lack of concentration to increase in absence and reduction in productivity.

The Board recognises that stress can affect anyone at any level in the Company and if it does occur, the matter will be treated in the strictest confidence, and the individual concerned will be encouraged to seek assistance under the terms of this policy.

Those individuals who are experiencing stress, for whatever reason, are encouraged to report their condition, in the first instance, to their line manager who in turn, will arrange for confidential counselling and support to be made available to the employee so affected. No details or records will be disclosed of any employee who seeks assistance under this policy without the written permission of the employee concerned. The Human Resources Department will undertake a pivotal role in this respect.

The Board will regularly review all cases of stress which occur in the Company with a view to identifying the causes and instituting proper and effective control.

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