

Stress & Mental Well Being Policy

Our mental health is linked to our physical health, and both can vary together or separately, however one can influence the other. One day we can feel low in mood and the next we can feel happier, more positive and satisfied with life.

Looking after our mental health is not only good for us now, but it can also help us deal with and manage difficult times in the future.

The company aims to ensure that its employees are kept safe and healthy at work and not subjected to excessive workloads, onerous working practices or a detrimental working environment that might if unchecked, cause stress to the employee.

The company will endeavour to identify and assist those employees who might be suffering from stress or finding it difficult to cope, for whatever reason by offering support mechanisms and practical alternatives.

Employees may also seek support from their own GP or a counsellor or colleague or complain to their supervisor or manager.

Any complaints made will be fully investigated and appropriate steps taken to assist.

Managers should be aware that employees whose performance at work inexplicably deteriorates or whose behaviour becomes erratic or who are long-term absent may be suffering from stress.

Various symptoms may be displayed and any Manager who feels that stress may be a factor in the situation should consult their senior manager before progressing the matter.



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Factors to be considered include the following:

-  Absenteeism – records should be consulted especially self-certificated.
-  Accidents – both at home and at work.
-  Poor Performance – lack of concentration, memory, task completion.
-  Conduct – violence or aggression, timekeeping
-  Mood Swings – Confusion, depression, irrational behaviour
-  Managers should be trained before interviewing takes place.
-  Interviews must not be held until the matter is fully discussed with their Line Manager.
-  Employees who feel that they are under stress from work and that they prefer not to discuss any issues with their Line Manager can seek an interview with the next senior person
-  The matter will be fully discussed in confidence and where appropriate support and advice given to try to stress.



CSC Fleet Services Ltd.

 SIGNED POSITION DATE