

Stress at Work

Baskerville Reclamation Ltd recognizes that its employees are its most important asset and is committed to providing the support and assistance necessary to enable its employees to undertake their job duties, in an environment that is as stress-free as possible. Baskerville Reclamation Ltd aim is to ensure employees' health and safety at work and that they are not subjected to excessive workloads, onerous working practices or a detrimental work environment. Employees who have high stress levels are more likely to work inefficiently, behave erratically, have low morale and be absent from work. Work performance will then suffer as a result.

Baskerville Reclamation Ltd is committed to providing a support system to help minimize and alleviate stress in the workplace. It is Baskerville Reclamation Ltd intention to deal constructively and sympathetically with stress. Stress will not be treated as a sign of weakness.

If an employee feels that their work performance and/or health is suffering because of stress-related matters, whether those matters are occurring outside the workplace or within the work environment, they should first raise this with their line manager. The line manager will arrange a meeting with the employee to discuss the matter with a view to taking the appropriate steps to remove the cause of the stress or to assist the employee to deal with it. This may include evaluating the amount and complexity of workload, work environment and/or referring the matter to a more senior manager who may be in a better position to provide guidance and to take the appropriate steps to assist. Alternatively, if the employees' stress is in their view entirely work-related, they may if they prefer invoke Baskerville Reclamation Ltd formal grievance procedure or may make a complaint under the Baskerville Reclamation Ltd provisions on Equal Opportunities and Dignity at Work.

Baskerville Reclamation Ltd can provide professional stress counselling with independent, trained counsellors through an advice helpline. This is an entirely confidential service and any discussions an employee has with a stress counsellor will be strictly confidential unless the employee agrees otherwise. All employees are encouraged to make use of this service if they are feeling stressed for whatever reason. They will be able to obtain advice concerning their condition, the causes of it and appropriate action which might be taken to assist them. Employees are also free to seek help themselves from their own doctor or counsellor. However, please note that if the employee does not tell the Baskerville Reclamation Ltd they are suffering from stress and unable to cope, or if the Baskerville Reclamation Ltd is unaware that they have a particular problem or vulnerability, we will not be in a position to help them.

Finally, Baskerville Reclamation Ltd has carried out a stress audit on all aspects of its business to ensure that, so far as reasonably practicable, it does not expose any employees to unnecessarily high stress levels in its work practices and work environment. This audit will be reviewed on a periodic basis.

Signed:



Managing Director

Date: 16.11.2019