



Phillips Joinery Limited

Joinery Manufacturers

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Stress Policy

Stress is defined as an adverse reaction a person has to excessive pressures or other demands placed upon them.

Phillips Joinery is committed to protecting the health, safety and welfare of employees and recognizes that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing workplace stressors.

Tackling personal stress is an individual's responsibility; however, Phillips Joinery has a responsibility to:

- Understand the concept of work-related stress
- Identify workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress.
- Help reduce undue stress which may arise because of work
- Ensure employees are not harmed by work-related stress
- Promote management practices and a culture that protects employees psychological health

Responsibilities

Managers

- Conduct and implement recommendations of risks assessments
- Ensure good communication
- Monitor work in general

Health & Safety and Occupational Health

- Provide specialist advice and awareness training on stress
- Provide a mental health first aider
- Train and support managers in implementing stress risk assessments
- Support individuals who are suffering the effects of stress
- Inform Phillips Joinery any changes and developments in the field of stress at work

Human resources

- Monitor the effectiveness of measures to address stress by collating sickness absence statistics
- Advise managers and individuals on training requirements

Employees

- Raise issues of concern with the line manager, HR or a Director.

Risk Assessment

The key factors associated with stress fall into six key areas relating to the demands of the job; control and support at work, relationships, individual roles and change.

Individual differences

Individuals who have a history of mental health problems may be more susceptible to stress. Managers need to be aware of personal circumstances when dealing with individuals, especially after bereavement and separation.

Health Monitoring

Health-monitoring strategies to record instances of work-related ill health and numbers (not names) of work-related stress instances and stress risk assessments will be collected on a quarterly basis by the health and Safety Manager for reporting to senior management.

Supporting Documents

Stress Risk Assessment

MPC Phillips
Managing Director
Signed on behalf of the board of Directors



Date March 2025



Directors: M. P. C. Phillips (Managing) A. N. Phillips B.A.(Hons) H. Stubbs Company Secretary: A. N. Phillips B.A.(Hons)

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