



Very Important People

MANAGING STRESS IN THE WORKPLACE POLICY

Purpose: The purpose of this Policy is to inform staff of the position taken by VIPs to the management of stress that employees may experience in relation to their work role.

Scope: This policy applies to all members of staff who are full-time or part-time, temporary or permanent and those on fixed-term contracts.

Policy:

Although there is no specific legislation which controls stress in the workplace, the employment relationship is governed by law, both the law of contract and the law of tort.

UKHCA acknowledge that workplace stress is a condition that may affect staff and needs judicious and considerate management.

It is recognised that stress is the adverse reaction people have to excessive pressure, over expectations, or other types of demands placed on them. In addition, the Association accepts work-related stress is not an illness, however, it can lead to increased problems with ill health, if prolonged or particularly intense.

UKHCA aims to minimise the levels of stress to which staff are exposed by giving the commitment of continued management/employee dialogue. It is known that all individuals are vulnerable to stress and the Association will take all necessary steps to address any stressful or potential situation that may affect the individual's wellbeing.

All employees are encouraged to talk about any stress-related issues with their immediate line manager. Such discussions will be treated without prejudice and in strictest confidence.

The Board member with responsibility for work-related stress is The Secretary.