



Workplace Stress Policy

Purpose

This policy demonstrates All About You – Disability Services' commitment to:

- health and safety in this workplace;
- reducing the risks to the health and safety of all staff, contractors and visitors;
- complying with the requirements of the *Workplace Health and Safety Act 2012* and the *Workplace Health and Safety Regulations*; and
- preventing stress from occurring in the workplace.

This policy applies to all employees of All About You – Disability Services.

Definition of workplace stress

Workplace stress is the physical or emotional reaction someone may have to unrelieved and intense pressures in the workplace environment. It creates a risk to personal and workplace health and safety.

Responsibilities

Employers/managers must ensure that workers are safe at work and free from risks to their health and safety. This means that employers/managers take reasonable and practical steps to ensure that factors in the workplaces under their control don't cause or contribute to stress.

Workers also have a responsibility to take reasonable care for their own health and safety. This means that if they recognise they are stressed, they ask their employer/manager for workplace solutions and support and take care of their own wellbeing.

Preventing workplace stress

All About You – Disability Services will identify all workplace factors that may allow stress to occur and use the hazard management process to eliminate stress or control the risks from stress.

All About You – Disability Services will consult with employees on this issue.

Information and support

All About You – Disability Services will provide regular training and information about the effects of stress on personal and workplace health and safety, and on the components of this policy.

Employees will have access to external counselling support if required and will engage in regular supervision with the Managing Director to ensure all issues are discussed and dealt with appropriately.

All About You – Disability Services encourages all employees to openly discuss concerns and/or issues to enable the Managing Director the opportunity to work with employees to rectify any problems.