

Workplace Stress Policy

This policy shows Telco's commitment to health and safety in the workplace, and reducing the risks to the health and safety of all workers, contractors and visitors. Telco is committed to complying with the requirements of the Workplace Health and Safety Act 2011 and the Workplace Health and Safety Regulations 2011.

This policy applies to everyone at Telco.

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

Managers/Supervisors must ensure that workers are safe at work and free from risks to their health and safety. This means that management 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 manager/supervisor for workplace solutions and support, and take care of their own wellbeing.

Preventing workplace stress

Telco will identify all workplace factors that allow stress to occur, and use the hazard management process to eliminate stress or control the risks from stress.

Telco will consult with workers, employees' safety representatives and/or the OHS committee on this issue.

Information and support

Telco 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.

In addition to internal support programs employees who are feeling the effects of stress will be supported to access external channels such as;

- GP and Counsellors
- Australian Psychological Society
- Help Enterprises
- Headspace
- Mindhealthconnect
- Anxiety & Stress Management Service of Australia

Telco Antennas Pty Ltd.