

Sample Stress Policy

Introduction

Anytown Hospital Trust is committed to protecting the health, safety, and welfare of all our employees. We recognise workplace stress is a health and safety concern and acknowledge the importance of identifying and reducing workplace stress factors.

This policy will apply to all employees at Anytown Hospital Trust.

The Trust will provide the resources necessary to implement the policy and nurse managers and leaders will be responsible for implementing the policy.

Definition of stress

The organisation will:

Carry out work-related stress risk assessments to identify all workplace stress factors and eliminate or control the risks from stress, so far as is reasonably practicable.

Review work related stress risk assessments periodically or when a significant change has occurred.

Consult with trade union safety representatives on all proposed action relating to the prevention of workplace stress.

Provide suitable and sufficient training for all nurse managers and team leaders in good management practices.

Provide confidential counselling for nursing staff affected by work related stress.

Provide adequate resources to enable managers to implement The Trusts agreed stress management strategy.

Responsibilities

Nurse Managers will:

Conduct and implement the recommendations of work-related stress risk assessments within their area.

Ensure good communication is maintained between management and staff, particularly when organisational and procedural change occurs.

	Discourage work-related contact with nursing staff outside normal working hours or whilst they are on holiday.
	Monitor working hours and additional shifts worked to ensure nursing staff are not overworking.
	Monitor holidays taken to ensure nursing staff are taking their full entitlement.
	Attend training in good management practice and health and safety.
	Ensure bullying and harassment is not tolerated within their jurisdiction.
	Offer additional support to staff experiencing stress outside work, t prp3(r)-6 (or)-6 (i

