

STRESS POLICY

TEI is committed to protecting the health, safety and welfare of our employees and recognises that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing workplace stresses. This policy will apply to everyone in the company and managers are responsible for its implementation. The company is responsible for providing the necessary resources. Stress is defined as “the adverse reaction people have to excessive pressure or others types of demand placed on them”. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress that can be detrimental to health.

Policy

- The Company will identify all workplace stresses and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.
- The Company will consult with Trade Union Safety Representatives on all proposed action relating to the prevention of workplace stress.
- The Company will provide training for all managers and supervisory staff in good management practices.
- The Company will provide confidential counselling for staff affected by stress caused by either work or external factors.
- The company will provide adequate resources to enable managers to implement the company’s agreed stress management strategy.

Role of the Safety Committee

- The joint Safety Committee will perform a pivotal role in ensuring that this policy is implemented.
- The Safety Committee will oversee monitoring of the efficacy of the policy and other measures to reduce stress and promote workplace health and safety.



Mr. D. Billington
TEi Ltd. Managing Director
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