



## **TASBURGH VILLAGE HALL - STRESS POLICY**

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**TVHMC PERSON RESPONSIBLE: TONY LACEY**

### **INTRODUCTION**

TVHMC recognises that Stress can have a debilitating effect on both individuals and TVHMC in general. Stress can be attributed to a conjunction of social, political, economic and global factors. TVHMC acknowledges that these factors can include workload, feelings of job insecurity and employer demands

An appropriate level of stress or pressure can be stimulating, healthy and desirable. It is when the perceived level of pressure becomes sub-optimal that human dysfunctionality can occur.

### **APPLICABILITY**

This Policy applies to all Employees. TVHMC will endeavour to ensure that other people who work at or for TVHMC, e.g. self-employed staff, contractors and hall users do not suffer stress as a result of working at TVHMC, by implementing this Policy where applicable for non-employed workers.

### **STRESS – AN OVERVIEW**

#### Organisational stressors

- work overload or underload - repetitive unrewarding work
- poor job design – ergonomically or environmentally
- role ambiguity or conflict
- organisational change
- being subject to bullying or harassment
- pay, conditions and job insecurity

#### Personal stressors

- general health, unhealthy eating or poor sleeping
- family and social relationships
- significant life events

#### Wider environmental stressors

- general economic situation
- social change
- pace of technological change

## **POTENTIAL IMPLICATIONS OF STRESS**

Peoples' reactions to stress are phased through alarm 'fight or flight', resistance and exhaustion. Harmful pressure or distress manifests itself in a wide range of psychological, physiological and behavioural consequences.

### **Physiological implications include**

anxiety, irritability, frustration and depression  
inability to concentrate, decision paralysis, inaccurate recall and feelings of unreality  
job dissatisfaction, suppressed motivation  
disturbed sleep patterns

### **Physiological implications include**

muscular tension, headaches and palpitations  
heart disease and high blood pressure  
digestive problems and irritable bowel  
increased susceptibility to colds, influenza and respiratory infection

### **Behavioural implications include**

sub-optimum performance and productivity  
higher levels of absence, labour turnover, accident rates and time keeping  
tobacco, alcohol, caffeine and other substance abuse  
negative personal appearance and hygiene changes  
weight loss or gain

## **TVHMC POLICY**

This Policy:

is designed to help employees identify stress as a problem and to seek help  
recognises that stress is an illness to be treated in the same way as any other illness  
acknowledges there is no stigma associated with an admission of being a stress sufferer  
TVHMC recognises that employees may suffer from stress brought on by work or external factors and that stress can have a detrimental effect on the efficient running of TVHMC  
TVHMC will always support staff to seek help and advice

## **STRATEGY TO COMBAT STRESS**

TVHMC will support staff to reduce individual vulnerabilities including:

providing a support network by members of the committee  
encouragement of healthy habits – diet, sleep and exercise  
development of coping techniques-assertiveness, time management  
the development of skills, knowledge and competencies inline with job demands

TVHMC will endeavour to assist stress sufferers by:

workload rebalancing, role clarification and job redesign  
evaluating communications and change process  
evaluate management and supervisory process

provide training and development opportunities to enhance job skills  
evaluate the physical working environment  
educate committee members to recognise and respond to distress

TVHMC reaffirms its commitment to help staff suffering from distress at the work place and will attempt to assist staff where stress is work related.

In non-work related incidences, TVHMC will endeavour to support staff where possible.