

FATIGUE & STRESS MANAGEMENT POLICY

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QHSE POLICY

Viking Industrial

Approval and revision status

0	Matt Wells	Anthony Jensen	18/09/2023	Document Creation
Rev	Originator	Approved	Date	Pages affected & reason for revision

Areas affected by recent revision are recorded in the above table

Aim

At Viking Industrial we intend to provide and maintain a working environment that protects the health, safety, and well-being of our employees.

We recognize that due to client deadlines, workload and workplace dynamics, that stress can occur in the workplace. Everyone responds to stress differently. Excess stress can result in lower team morale, increased absenteeism, decreased productivity and increased accident rates. Therefore, the way stress is dealt with is important. The most effective way of dealing with occupational stress is through open, honest communication with fellow employees and management.

Policy

Viking Industrial is committed to being open and approachable with employees. We will adopt a positive risk management approach to occupational stress. Our approach will be to identify potential stressors, assess their effect, develop and implement suitable controls and we will review those controls to determine their effectiveness.

We will investigate workplace accidents or incidents to determine if employee fatigue is a factor.

We will look at absenteeism rates amongst our employees' and look for uncharacteristic behaviour, which can suggest employee stress.

We will encourage employees to participate in assessing their work situations, methods and pace of work.

Responsibilities

Both Viking Industrial and its employees have a shared responsibility to avoid stress and fatigue related performance impairment. At no time should an employee put themselves or others at risk.

If conflict arises positive steps will be taken to facilitate a resolution.



Anthony Jensen
 Chief Executive Officer

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