



GENIE
CLEANING GROUP

MENTAL WELL- BEING & FATIGUE MANAGEMENT POLICY

PURPOSE

The Genie Group LTD is committed to prioritising the health, safety, and well-being of its employees. This policy aims to promote a positive work environment, address occupational health concerns, manage mental health challenges, mitigate fatigue-related risks, and support the overall well-being of our workforce.

SCOPE

This policy applies to all employees of The Genie Group LTD, including full-time, part-time, temporary, and contract workers.

POLICY

OCCUPATIONAL HEALTH

Health and Safety Compliance: The company is dedicated to complying with all relevant health and safety legislation, ensuring that our work environments meet or exceed established standards to prevent occupational hazards.

Risk Assessment and Mitigation: Regular risk assessments will be conducted to identify potential health hazards in the workplace. Mitigation measures will be implemented to minimise these risks.

Health Promotion: The Genie Group LTD will provide educational resources and training programs to promote health and well-being among employees, covering topics such as ergonomic practices, stress management, and healthy lifestyle choices.

MENTAL HEALTH SUPPORT

Awareness and Training: Employees will be provided with information and training to raise awareness of mental health issues, reduce stigma, and recognise signs of distress in themselves and their colleagues.

Access to Support Services: Confidential avenues for seeking support, such as Employee Assistance Programs (EAPs) or counseling services, will be made available to employees facing mental health challenges. Information about external support resources will also be provided.

Accommodation and Support: The Genie Group LTD is committed to providing reasonable accommodations for employees dealing with mental health issues, in line with legal requirements.

FATIGUE MANAGEMENT

Workload and Scheduling: The company will manage workloads and schedules to prevent excessive fatigue among employees. Measures will be taken to avoid overtime that could lead to exhaustion.

Rest and Recovery: Encouraging regular breaks and ensuring adequate rest periods between shifts to promote employee well-being and reduce the risk of fatigue-related incidents.

EMPLOYEE WELL-BEING

Well-being Initiatives: Implementation of initiatives that foster a positive work culture, such as wellness programs, flexible work arrangements where feasible, and team-building activities.

Feedback Mechanisms: Establishment of channels for employees to provide feedback, suggestions, or concerns related to occupational health, mental well-being, or overall well-being in the workplace.

RESPONSIBILITIES

All levels of management are responsible for implementing and upholding this policy. Managers will receive training to support employees effectively, identify potential issues, and promote a healthy work environment.

CONCLUSION

The Genie Group LTD is committed to creating a workplace that prioritizes the physical and mental health of its employees. Through proactive measures and ongoing support, we aim to foster a culture of well-being and safety for all staff members.

SIGNED:



DATE 03/08/2024

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