



**Power Lines, Pipes and Cables Ltd (PLPC Ltd)** are dedicated to fostering a family culture where managers support the wellbeing and development of all employees. We encourage staff to take responsibility for their own physical and mental health, promoting a positive and productive work environment.

**Our Commitment:**

- **Education and Informed Choices:** Empowering staff with the knowledge to make informed health, wellbeing, and safety decisions, reducing risky behaviours.
- **Team Collaboration:** Encouraging teamwork within and across departments to leverage strengths and support weaknesses.
- **Health Reviews:** Conducting pre-employment health checks, annual reviews, and random health assessments to address any concerns.
- **Respectful Behaviour:** Treating others as you wish to be treated and mentoring colleagues.
- **Incident Reporting:** Reporting all accidents, incidents, and near misses to gather information and prevent future occurrences.
- **Personal Responsibility:** Encouraging staff to make responsible choices and discuss actions with supervisors.
- **Resilience Building:** Promoting physical and mental resilience to adapt to changes and improve productivity.
- **Healthy Lifestyle Promotion:** Advocating for a healthy diet, regular exercise, reduced alcohol and tobacco use, adequate sleep, and proper hydration.
- **Behavioural Safety Programs:** Collaborating with customers to maintain a family-oriented work attitude.
- **Supportive Environment:** Ensuring a workplace free from discrimination and bullying, with measures for whistleblowing.
- **Rest Facilities:** Providing adequate break facilities such as vans, cabins, and canteens.
- **Confidential Discussions:** Offering a confidential environment for staff to discuss issues with management.
- **Drug and Alcohol Testing:** Conducting 'with cause' and random tests and providing support for those with dependencies.
- **Health Responsibility:** Encouraging staff to follow advice from wellbeing clinics and visit their GPs for routine tests.
- **Mental Health First Aiders:** We have trained Mental Health First Aiders available to support employees experiencing mental health challenges. These individuals are equipped to provide initial assistance, offer guidance, and direct staff to appropriate professional resources. Our commitment to mental health ensures that employees have access to immediate support in a confidential and compassionate manner.

We believe that everyone at PLPC Ltd has a role in maintaining the health and wellbeing of their colleagues. Cooperation from all employees is essential to fulfil these commitments. This policy will be communicated to all staff and made available upon request.

Signed:

A handwritten signature in black ink, appearing to read 'Dale Harrison'.

**Dale Harrison**  
Managing Director

**Last Reviewed:** April 2025  
**Next Review Date:** April 2026



## How can you help?

- Approach in confidence
- Communicate
- Provide a supportive working environment
- Reallocate duties to help alleviate
- Tackle the causes of workplace injury and ill health
- Address the impact of health on employees' capacity to work, providing support for those with disabilities and health conditions and rehabilitation
- Promote healthier lifestyles and wellbeing to help improve the general health of the workforce
- Training work assessment
- Are you or the company part of the problem, what can be done to alleviate stress
- Provide a non-judgemental and confidential support system e.g. mentors.
- Promote information about and access to supportive services.
- Maintain contact with staff when they are absent for long periods
- Maintain positive relationships to ensure an effective environment
- Review the demands on staff
- Taking a compassionate approach is a good thing to do, but it has to be applied evenly across the work force
- Respond sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of workloads
- Report any concerns to your supervisor or manager in confidence

## What to look out for with yourself and others:

- Absenteeism
- Reduced health/increase health probs
- Tiredness, lack of sleeping losing sense of time
- Memory confusion forgetfulness
- Concentration.
- Frustration
- Reduced productivity and distraction
- Physicals effects - Weight loss/gain
- Financial stress
- Anger, frustration
- Laziness, not putting full efforts into tasks
- Denial
- Anxiety
- Depression
- Staff returning to work after a prolonged absence e.g. maternity leave, sick leave, injury



### **Stress / Anxiety / Depression**

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- [www.mind.org.uk](http://www.mind.org.uk)
- [www.rethink.org](http://www.rethink.org)
- [www.samaritans.org](http://www.samaritans.org)
- <https://lighthousecharity.org/>

### **Wellbeing**

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- [www.verywell.com](http://www.verywell.com)
- [www.menopausematters.co.uk](http://www.menopausematters.co.uk)
- [www.sleepcouncil.org.uk](http://www.sleepcouncil.org.uk)

### **Relationships / Divorce**

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- [www.relate.org.uk](http://www.relate.org.uk)
- [www.resolution.org.uk](http://www.resolution.org.uk)
- [www.stonewall.org.uk](http://www.stonewall.org.uk)

### **Finance**

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- [www.moneyadvice.service.org.uk](http://www.moneyadvice.service.org.uk)
- [www.moneysavingexpert.com](http://www.moneysavingexpert.com)
- [www.stepchange.org](http://www.stepchange.org)

### **Addiction – Smoking, Alcohol, Drugs, Eating, Gambling**

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- [www.addictionhelper.com](http://www.addictionhelper.com)
- [www.nhsinform.scot](http://www.nhsinform.scot)
- [www.nhs.uk/live-well](http://www.nhs.uk/live-well)
- [www.gamcare.org.uk](http://www.gamcare.org.uk)
- [www.beateatingdisorders.org.uk](http://www.beateatingdisorders.org.uk)

### **Health & Illness in Families**

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- [www.ageuk.org.uk](http://www.ageuk.org.uk)
- [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)
- [www.ataloss.org](http://www.ataloss.org)
- [www.scope.org.uk](http://www.scope.org.uk)
- [www.carersuk.org](http://www.carersuk.org)
- [www.macmillan.org.uk](http://www.macmillan.org.uk)
- [www.maggies.org](http://www.maggies.org)

### **Pregnancy and Returning to Work**

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- [www.babycentre.co.uk](http://www.babycentre.co.uk)
- [www.miscarriagesupport.org.uk](http://www.miscarriagesupport.org.uk)
- [www.gov.uk](http://www.gov.uk)

### **Family**

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- [www.kidsinthehouse.com](http://www.kidsinthehouse.com)
- [www.familylives.org.uk](http://www.familylives.org.uk)
- [www.gov.uk](http://www.gov.uk)

*If you would like to see any additional information displayed here, please forward suggestions through PLPC observation cards.*

