

WELLBEING POLICY

Power Lines, Pipes and Cables Ltd (PLPC Ltd) is a family run business that was established in 1973 to provide a power line construction service to Transmission and Distribution Network Operators (TNOs and DNOs) across the UK. PLPC Ltd supply and install overhead power lines and fibre optic systems to TNOs and DNOs and private clients.

As Managing Director, I am committed to the continued development of a family culture where managers support the wellbeing and guidance of others within the workplace. With staff themselves adopting a responsible approach towards their own personal wellbeing, by maintaining measures within their own control, through keeping physically and mentally healthy and having sensible attitude towards work. Through working together to ensure for a productive, responsible and content environment which encourages individuals to achieve their full potential both for the benefit of themselves, their team/department and the organisation as a whole.

Our commitment to maintaining a fit, healthy, responsible and highly motivated workforce will be achieved by:

- **Education of individuals/Informed choice** - allowing staff to develop the knowledge and understanding to make informed choices about their health, wellbeing and safety, and reducing risk taking behaviour for the benefit of both themselves and all colleagues.
- **Team/department attitudes** - Working together with colleagues within teams/departments to ensure the best in all staff are utilised through work and education of others. Additionally, working together with all other teams/departments within the company, understanding all strengths and weaknesses are supported.
- **Health Reviews** - Pre employment health checks, annual competency review discussions providing opportunities to discuss any changes/concerns. With cause and random external occupational health reviews and health surveillance risk assessments.
- **Behave in a way which you would like to be treated yourself**, be a mentor to the staff following your lead
- **Reporting of all accidents, incidents, observations and near misses** - regardless of severity, concern or position within the company, to ensure information can be gathered within the company and reviewed for cause and prevention.
- **Encourage Personal Responsibility within the workforce** - choices made are not influenced by bad decisions of other staff and to take personal responsibility for actions through discussing with supervisors/managers.
- **Encourage physical and mental resilience** - thereby enabling staff to be better equipped to adapt to any changes in turn being more productive and generally more efficient at work.
- **Promotion of healthy lifestyle choices** - including following a healthy diet, taking regular exercise, reduction of cigarettes/alcohol intake, aiming for 7-8hrs sleep each night, drinking daily recommended amounts of water to help keep employees physically and mentally supported.
- **Behavioural Safety programmes** - operating alongside customers to ensure for family matters attitude towards their work.
- **Supporting staff rights** - such as working within an environment free from discrimination and bullying with measures in place to enable whistleblowing.
- **Provision of rest facilities** - ensuring adequate breaks are taken during the day with facilities such as vans, cabins, canteens or local facilities available.

- **Confidential environment to discuss issues** - all staff can approach any member of management in confidence and receive guidance. Discussing issues will help keep managers aware of a situation that may otherwise be unknown and will help alleviate stress encountered, encourage staff to work through issues together in a trusted environment.
- **The provision of both 'with cause' and 'random' drugs & alcohol testing** on all our sites and in our offices. We will also provide advice and help to any employee who discloses a drugs or alcohol dependency.
- **Encouraging responsibility for all aspects of their own health**, which are within their own control, such as accepting and acting on advice provided in wellbeing clinics and visiting their GPs as and when required to ensure that routine tests are conducted, and their health is regularly monitored.

As Managing Director, I believe that every person involved in our operations has a responsibility for the health and well being of all staff and I support the introduction of systems, which will identify and mitigate risk.

I recognise that the co-operation of all employees is essential to enable the Company to fulfil these obligations and responsibilities. Consequently, I expect all persons working under the control of our Company, to comply with the above policy and actively contribute towards improving safety in every aspect of their work. A copy of this policy will be made available to all interested parties, on request and communicated to all persons working under our control.

Signed:



Dale Harrison
Managing Director

Last Reviewed: February 2022
Next Review Date: February 2023

Guidelines and Resources

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 well being 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

PLPC LTD

POWER LINE SPECIALISTS

Stress / Anxiety/ Depression

- www.mind.org.uk
- www.rethink.org
- www.samaritans.org

Wellbeing

- www.verywell.com
- www.menopausematters.co.uk
- www.sleepcouncil.org.uk

Relationships/ Divorce

- www.relate.org.uk
- www.resolution.org.uk
- www.stonewall.org.uk
- www.youngstonewall.org.uk

Finance

- www.moneyadvice.service.org.uk
- www.moneysavingexpert.com
- www.stepchange.org

Addiction - Smoking, Alcohol, Drugs, Eating, Gambling

- www.addictionhelper.com
- www.nhsinform.scot
- www.nhs.uk/live-well
- www.gamcare.org.uk
- www.beateatingdisorders.org.uk

Health & Illness in Families

- www.ageuk.org.uk
- www.citizensadvice.org.uk
- www.ataloss.org
- www.scope.org.uk
- www.carersuk.org
- www.macmillan.org.uk
- www.maggiescentres.org

Pregnancy and Returning to Work

- www.babycentre.co.uk
- www.miscarriagesupport.org.uk
- www.gov.uk

Family

- www.kidsinthehouse.com
- www.familylives.org.uk
- www.gov.uk

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