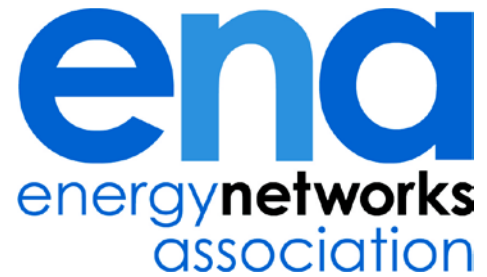


ENA Occupational Health Committee



Stress - Initiatives

These case studies are designed to outline the overall management of stress programmes within ENA member companies, and so identify different approaches to the management of this issue and examples of good practice.

Company Name: CE Electric

What did the Company do:

The Company has introduced a 'climate' survey to capture amongst other things any underlying issues that may be affecting employees carrying out their day to day role. The survey will cover the following key indicators:

- Handling Change
- Working Relationships
- Empowerment
- Training & Development

The intention is to use the results of the survey to identify what actions can be driven by the company to improve working practices within the organization.

Health and safety benefits:

- Addressing issues will improve morale and has a positive impact on Absenteeism.
- Managers identifying issues earlier will prevent possible absences re-occurring.
- Involving Occupational Health with training needs will assist managers understanding of what is/isn't acceptable when dealing with stress related situations.
- Opportunity to promote health matters across business.

Business / Cost Benefits:

- Reduction in Absence costs
- Better equipped/trained managers to deal with stress
- Will have the opportunity to continually review process and outputs
- Can readily identify areas in the business who require attention
- Raise company standards and expectations

Worker involvement:

- All employees and management of the organisation
- HESAC committee's
- H.R. Function
- H,S & E

Management View:

- Useful tool to aid improvements through identification of key focus areas
- Opportunity to continually review our employee's perception with the opportunity to improve.