

Na Píobairí Uilleann

Mental Health at Work Policy



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Purpose

Na Píobairí Uilleann recognises that mental health issues can affect one in four people at some point in their lives and have a significant impact on employee wellbeing. They are a major cause of long-term absence from work. Employers should promote good mental health and provide support for employees who are experiencing mental ill health including anxiety or depression.

Scope

This Policy relates to all employees of Na Píobairí Uilleann.

Policy

Na Píobairí Uilleann is committed to developing a working environment that promotes employee mental health and wellbeing which in turn leads to greater productivity, better performance and increased job satisfaction. It is the policy of Na Píobairí Uilleann to be supportive to their employees about how their mental health condition impacts their work and what adjustments could help. We understand that this should only be a two-way discussion about the nature of the adjustment required and colleagues should not be informed regarding the medical reason behind any decisions.

Examples of workplace adjustments for line managers and employees to explore and agree together include:

- Adjustments to working hours or patterns.
- Adjusting someone's duties if some cause too much pressure.
- Providing a mentor.
- Temporary part-time hours.
- Working from home.
- Job sharing.
- Minimising noise or providing a quiet working space.
- Increasing supervision and support.

Na Píobairí Uilleann is committed to assist employees on their return to work offering support and workplace adjustments where necessary.