

## Message from the MD...

The HSE recently launched a campaign called **Asbestos & You**. The aim of this campaign is to raise awareness of the risks associated with the dangerous substance and is particularly aimed at young tradespeople, who have been highlighted by the workplace regulator as needing to take the risk of asbestos more seriously.

*Five thousand people a year still die from asbestos related illnesses and asbestos can still be found in buildings built or refurbished before the year 2000.*

We provide annual asbestos refresher courses for all our employees. Please make sure you renew your asbestos certification as soon as you are sent the renewal link. We are regularly audited by our clients to make sure our site workers hold current certificates, so it's important that you keep your training up to date, not only for your own safety, but for the operational efficiency of our business.



We have had a welcome influx of new staff recently in both site and office roles, with more new starters on the way. This growth, along with the management restructure which saw Tim Jewitt taking on a Commercial Director role and Dan Luxton becoming Operations Director, indicates a really exciting time ahead for our company. Work load continues to grow thanks to the quality of our installations on site and dedicated supporting staff.

Keep up the good work everyone!

Best wishes, Matt

## Work Related Stress

At the end of 2022 the HSE issued a summary of the accidents and work-related ill health reported in the UK. Work related stress is now one of the largest causes of work-related absences, with 914,000 cases reported. This equated to a total of 17 million working days lost due to work-related stress, depressions or anxiety in 2021/22.

Stress is primarily a physical response. When stressed, the body thinks it is under attack and switches to 'fight or flight' mode, releasing a complex mix of hormones and chemicals such as adrenaline, cortisol and norepinephrine to prepare the body for physical action. Stress is not always a bad thing; some people thrive off working under pressure. However, if the pressure is sustained for a long period of time it can begin to impact our mental health.

Try as we might, we are not robots and we can't always leave home pressures at home, or conversely work pressure at work. It's important that you identify causes of work-related stress and talk to your manager as early as possible, so that they have time to be able to try and do something about it. Even if it's not work related, we may be able to help reduce some of the pressure, or direct you to agencies that are better equipped to help.

There are many common signs and symptoms of stress:

- Increase in irritability – short tempered.
- Fall in concentration – inability to focus.
- Insomnia – trouble falling asleep or early waking.
- Loss of sense of perspective – we worry about the little things.
- Loss of sense of humour.

Not all signs are obvious. Fortunately, many of you have worked together long enough to know each other's character. When someone behaves out of character it might be time to raise a flag, or at the very least, sit them down and just ask if they are ok.

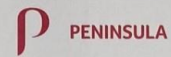
Stress, anxiety and depression are not a sign of weakness, they can happen to anyone at any stage of their lives. Nobody needs to suffer alone.

### What is the fastest way to relieve stress at work?

*Techniques such as meditation, deep breathing exercises, and mindfulness can help melt away stress. Start by taking a few minutes each day to focus on a simple activity like breathing, walking, or enjoying a meal.*

## Employee Assistance Programme

During your induction you were all given details of our Employee Assistance Programme. This is a 24-hour confidential helpline from Health Assured to support you through any of life's issues or problems.



### About your Employee Assistance Programme (EAP)

Sometimes it can be difficult to balance the pressures of work and home life. Health Assured provide caring support to both you and your immediate family so you can give your best in life.\*

#### What can I use this service for?

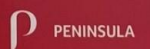


#### 24/7 confidential support

Your call will be handled by an experienced therapist or advisor, who will offer support in a friendly, non-judgemental manner.



## Employee Assistance Programme



- Stress & anxiety
- Debt
- Work
- Lifestyle addictions
- Relationships
- Legal

FREE 24 HOUR  
Confidential Helpline  
**0800 047 4097**

healthassured.eap.com



\*Health Assured define immediate family members as spouse/partners and children aged 16 to 24 in full time education, living in the same household.

# Meet some of the New Faces at Red Rock



*Chris Henley*

McDonald's or Burger King: Burger King  
Nickname: Henley  
Pet hate on site: Too much noise

*Sean McGinnis*

First Job:  
Paperboy  
Pulp or no pulp:  
No Pulp  
Favourite TV Show:  
Minder



*Dan Berry*

First Car:  
VW Polo  
Marmite, Love or Hate:  
Hate  
If I wasn't an  
Electrician, I would be  
a: Astronaut



*Joe Handshaw*

Makita or Dewalt: Dewalt  
Meal Deal Choice: All day  
breakfast sandwich, Red Bull  
and a sausage roll  
Top Holiday Destination: Corfu



Well done to everyone who worked on Mount Gould Hospital ward refurbishment. You did a fantastic job getting finished in such a short amount of time and the results look great!



Congratulations to Marcus Coulson and his wife Rebecca on the birth of Riley 02/03/2023

## Competition Time



Guess how many mini eggs are in this jar and win an Easter prize!

Answers must be submitted to [emmat@redrockelectrical.co.uk](mailto:emmat@redrockelectrical.co.uk) by Friday 31/03/2023  
You must be a full time Red Rock Electrical Ltd employee to enter this competition.

## Red Rock Summer Party

Friday 7<sup>th</sup> July 2023



This year we have been upgraded to private boxes, so no more queuing at the bar!

More details will be given nearer the time.

*Save the Date!*