

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 11 DECEMBER 2007

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

7(D) STRESS MANAGEMENT POLICY 2007

WARD(S) AFFECTED: None

RECOMMENDATION – That Local Joint Panel recommends approvals of the attached policy.

1.0 Purpose/Summary of Report

1.1 Put into place policy and process in accordance with legislation and regulatory good practice and guidelines.

1.2 To introduce revised policies to facilitate good management practice and compliance with legislation.

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0 Background

3.1 To comply with its duty of care under the Management of Health and Safety at Work regulations and to comply with existing codes of conduct and good practice the Council must have in place written policies and procedures to meet its statutory obligations. There is no current stress management policy in place to meet this and this policy is designed to work with the Councils revised Occupational Health provision.

4.0 Report

4.1 The policies and procedures have been fully discussed with UNISON, and changes have been made.

The policy has been received by CMT and Senior Management Group and changes amendments have been introduced.

5.0 Consultation

5.1 HR and UNISON have held productive meetings for the sole purpose of considering the content and aim of this policy. We are now able to jointly recommend that this policy go forward to the next HR Committee for adoption.

6.0 Legal Implications

6.1 The proposed policy will meet the legal requirements specified by the Health and Safety at Work etc Act and the Management of Health and Safety at Work Regulations.

7.0 Financial Implications

7.1 Failure to comply will leave the Authority open to challenge, enforcement action, HSE enforcement action for breaches of Health and Safety Regulations, financial penalties by way of fines and/or liability claims.

8.0 Human Resource Implications

8.1 The Council needs robust policies to support its ongoing development and to ensure that it meets its obligations to current legislation.

9.0 Risk Management Implications

9.1 Risk from liability claims, financial penalties, reputation.

Background Papers

None

Contact Member:

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