

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 18 JUNE 2008

REPORT BY THE SECRETARY TO THE EMPLOYER'S SIDE

7(C) FINALISING THE STRESS POLICY

WARD(S) AFFECTED: NONE

RECOMMENDATION - that the changes to the Stress Policy are accepted and the report be approved

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1.0 Purpose/Summary of Report

1.1 This Policy has been agreed subject to some final amendments which were discussed at HR Committee in January 2008. People and Organisational Services have amended the policy as previously agreed at HR Committee and recommend that the policy is finalised to allow implementation.

1.2 The amendments have now been incorporated into the attached policy. (Appendix 'A', pages 7.39 - 7.50)

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 This policy will support staff in the working environment and will provide a framework for staff and management.

**Fit for purpose, services fit for you**

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

3.0 Background

3.1 This policy was agreed by HR Committee in January 2008 and the amendments discussed then have been applied.

#### 4.0 Report

4.1 The policy has been developed and devised by People and Organisational Development and will be implemented throughout the authority.

#### 5.0 Consultation

5.1 The report has been subject to previous consultation and has previously been to HR Committee.

#### 6.0 Legal Implications

6.1 To comply with Employment Law.

#### 7.0 Financial Implications

7.1 There will be some financial implications as training will be provided to support the implementation of the policy.

#### 8.0 Human Resource Implications

8.1 There will be training implications and it will support the Human Resource Officers is supporting employees.

#### 9.0 Risk Management Implications

9.1 None

Background Papers - None:

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