

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 17 SEPTEMBER 2008

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

6(C) STRESS MANAGEMENT POLICY

WARD(S) AFFECTED: None

RECOMMENDATION : that the changes to the stress policy be accepted and the report approved.

1.0 Purpose/Summary of Report

The Stress Management policy be approved for adoption

2.0 Contribution to the Council's Corporate 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 for you'

3.0 Background

3.1 This policy was submitted to Human Resources Committee in January 2008 and the amendments discussed have been applied.

3.2 It was agreed at Local Joint Panel on 18 June 2008 that the policy would be reported to Human Resources Committee on 16 July 2008 and not back to Local Joint Panel, subject to Corporate Management Team (CMT) approval and no changes being made.

3.3 CMT considered the policy and some amendments have been made. The policy is to be considered by LJP.

4.0 Report

4.1 East Herts Council is committed to minimising the causes of work related stress. This policy sets out the advice and support available

to staff.

4.2 This policy has been devised by HR in partnership with Unison and will be implemented throughout the Council.

5.0 Consultation

5.1 Full consultation with Unison and Senior Management Group (SMG).

6.0 Legal Implications

6.1 To comply with Employment Law and best practice.

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 The implementation of the policy will be supported by training for management and staff. This will be achieved by a number of possible different medians including raising awareness with management and staff by using briefings sessions, Staff Update (staff magazine), intranet, stress awareness leaflets and Occupational Health. Managers attending the management development programme will also complete a module on stress management. The methods to be used will be agreed in partnership with Unison.

9.0 Risk Management Implications

9.1 None

Background Papers

None

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