

# **FOR PUBLICATION**

## **STRESS POLICY**

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MEETING: EMPLOYMENT AND GENERAL COMMITTEE

DATE: 25 JANUARY 2016

REPORT BY: KATE HARLEY, HR MANAGER

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### **1.0 PURPOSE OF REPORT**

1.1 To provide information regarding the revised Stress Policy and to recommend for approval the Stress Policy.

### **2.0 BACKGROUND**

2.1 The Stress Policy was due for revision in 2014 and has been revised in consultation with the council policy working group, health and safety advisor and union representation.

2.2 High levels of stress and absence affect everyone in the organisation and cannot be seen as just a 'management' problem. Employer, employee and representatives must work together to monitor and control stress.

2.3 The Health & Safety Committee has set targets in relation to Occupational Health related absences from work and work related stress is on the increase.

2.4 The policy has been significantly rewritten to provide a more prescriptive and proactive approach to managing employee stress with clear guidelines on the process of stress risk assessments and resulting action plans. The policy also retains the requirement for absences relating to work related stress to be investigated by the corporate health and safety advisor to ensure action is taken appropriately.

2.5 A full Equality Impact Assessment has been undertaken and at every step in the process adjustments have been made for those employees protected under the Equality Act 2010.

### **3.0 PROPOSED PROCEDURE**

- 3.1 The revised policy document can be found at appendix A.
- 3.2 An Equality Impact Assessment is attached at appendix B.

### **4.0 COUNCIL JOINT CONSULTATIVE COMMITTEE**

- 4.1 The proposed policy is being submitted to the Council Joint Consultative Committee on 21 January 2016. Any comments or suggested amendments to the guidelines from that Committee will be reported to Employment and General Committee in a supplemental report.

### **5.0 RECOMMENDATIONS**

- 5.1 That the revised Stress Policy be approved.

For further information on this report, contact Kate Harley 01246 345366.