



Member Report

Stress Management Policy

Report to:	Employment Health and Safety Committee
Report from:	Managing Director
Portfolio:	Resources
Report Date:	25 September 2024
Decision Type:	Committee
Council Priority	A Strong and Sustainable Council

HEADLINE POSITION

1.0 Summary of report

- 1.1 The purpose of the report is to seek approval for the implementation of the revised Stress Management Policy.

2.0 Recommendation

- 2.0 It is recommended that the Employment Health and Safety Committee approves the revised Stress Management Policy.

DETAILED PROPOSALS

3.0 What are the objectives of the report and how do they link to the Council's priorities

- 3.1 The current Mental Health at Work Policy was approved on 19 August 2020 and, in line with normal arrangements to review Human Resources policies, the policy has been amended to bring it up-to-date and ensure compliance with relevant employment and equality legislation
- 3.2 Employers have a legal duty under the Health and Safety at Work Act to protect workers from stress. The Health and Safety Executive statistics show that, across the UK, stress, depression or anxiety accounted for the majority of days lost due to work-related ill health. In 2023/24 1342.43 days were lost per full time equivalent employee within the Council's staff due to work related stress, anxiety and depression.
- 3.3 It is proposed that the general arrangements within the policy should largely be maintained but that, subject to the views of the committee, the following changes should be implemented:

Policy Title

The policy title has been changed to Stress Management Policy to provide greater emphasis on this issue.

Section 3 – Aims and Objectives

This section has been updated to amalgamate the policy aims and objectives.

Section 6 – Roles and Responsibilities

Some minor changes have been made to the roles and responsibilities of the organisation, line managers, human resources and employees.

3.4 A copy of the Stress Management Policy is attached as Appendix 1.

4.0 What options have been considered.

4.1 The implementation of the revised Stress Management Policy will ensure that the Council is compliant with employment legislation and, as such, no other options have been considered.

5.0 Impact Assessment

5.1 Climate Emergency

There is no direct impact on the climate emergency.

5.2 Health and Safety

There are no direct implications arising from approving the policy itself. However, individual cases of stress at work may well have health and safety implications and, hence, it is important that an appropriate and consistently applied policy is in place, so work place stress is managed appropriately

5.3 Social Value

There is no direct impact in term of social value.

5.4 Legal

The revised Stress Management Policy will help to ensure that the Council complies with relevant employment legislation and will support the Council to mitigate any employment or injury claims.

5.5 Financial

The policy itself does not create any additional resource implications. However, absence due to work related stress result is a cost to the council. These costs can be direct costs (such as the amount paid in sick pay, the cost of additional hours to cover for absence etc.) or indirect costs such as the effect on the morale of the workforce and increased pressure on staff covering for absent colleagues.

5.6 Human Resources

Having an up to date policy will ensure that there is a process in place to manage work related stress

5.7 Equality and Diversity

The policy is designed to be compliant with Equality and Diversity requirements.

6.0 Implementation Plan

6.1 Timetable for Implementing Decision:

If approved, the revised Stress Management Policy will be implemented with effect from 1 November 2024

6.2 Lead Officer

Jane Garnett

6.3 **Reporting Progress**

N/A

6.4 **Communications Plan**

Arrangements will be made for this to be communicated internally via HR Insight and Building a Better Borough. A copy will also be made available on the intranet.

7.0 **Consultation and Engagement**

A copy of the revised Stress Management Policy was circulated to the recognised Trade Unions and the Equality and Diversity Group. No comments have been received.

8.0 **Appendices and Background Papers**

8.1 Appendix 1 Stress Management Policy

9.0 **Contact Officer**

9.1 Name: Jane Garnett

9.2 Position Head of Human Resources

9.3 Email address jane.garnett@redcar-cleveland.gov.uk

9.4 Telephone Number 01642 444524