



CP&R

Thursday, 23 July 2020

**Subject: Stress Management Policy Review**

Report by:

Monitoring Officer

Contact Officer:

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Purpose / Summary:

To review the council's Stress Management Policy and agree recommended changes.

**RECOMMENDATION(S):**

That Corporate Policy and Resources committee approve the reviewed Stress Management Policy and this is adopted for all employees of the council.

Delegated authority be granted to the Chief Executive to make minor housekeeping amendments to the policy in future, in consultation with the chairman of CP&R committee and chairman of JSCC.

## IMPLICATIONS

**Legal:** there is no legal duty to have a policy on managing stress, the Council have various legal duties that are relevant in relation to stress at work. A main duty is to take reasonable care for the safety of Council staff. This includes the duty to ensure that health is not put at risk by excessive pressures or demands. This policy takes account of our obligations under the Health and Safety at Work etc. Act 1974, Management of Health and Safety at Work Regulations 1999, Employment Rights Act 1996, Protection from Harassment Act 1997, Working Time Regulations 1998 and Equality Act 2010. Failure to follow health and safety legislation can lead to enforcement action by the Health and Safety Executive (HSE)

**Financial :** There are no direct financial implications arising from the policy

**Staffing :** Health and safety should be an integral part of management; failure to properly consider, plan and make sufficient resources available for health and safety will result in a negative impact on resources – both staff time and budget.

**Equality and Diversity including Human Rights :**

West Lindsey District Council has a commitment to equal opportunities. It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

**Data Protection Implications :** None

**Climate Related Risks and Opportunities:**

**Section 17 Crime and Disorder Considerations:**

**Health Implications:**

**Title and Location of any Background Papers used in the preparation of this report :**

None.

**Risk Assessment :**

**Call in and Urgency:**

**Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?**

*i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)*

**Yes**

**No**

**x**

**Key Decision:**

*A matter which affects two or more wards, or has significant financial implications*

**Yes**

**No**

**x**

## **1. Introduction**

The council currently has a Stress Management Policy and this has been reviewed by the People & OD Manager and the Health & Safety Co-ordinator to ensure the content is relevant and up to date. There have been no specific legislative changes impacting the review of the policy.

## **2. Purpose**

West Lindsey District Council are committed to protecting the health, safety and welfare of employees and recognises that work place stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors. We acknowledge that we should act to prevent or reduce risks that are reasonably foreseeable.

## **3. Scope**

The Policy applies to all employees of the council.

## **4. Changes**

All changes recommended in the policy have been highlighted in yellow to show where changes have been made. The policy follows the example policy as set out on the HSE website. Reference has been made to the supporting document Stress Management – Manager's Good Practice Guide which is already available on Minerva.

## **5. Engagement**

This policy review has been undertaken by the People & OD Team Manager and the Health & Safety Co-ordinator and has been fully supported by members, union and staff representatives at Joint Staff Consultative Committee on 2<sup>nd</sup> July 2020.