

Agenda Item 23

Executive Board

6 June 2007

KJ



Revised Stress Management Policy

Summary

The Stress Management Policy has been reviewed and updated to ensure that it reflects current organisational practice.

Recommendation

That the Executive Board approve this policy revision.

a) Reasons for Recommendation

East Devon District Council lost on average 9.96 working days per employee due to sickness absence in 2006/07. In total 538 days were lost due to stress and depression in 2006/07. The Stress Management Policy will assist us in reaching the target of 8.29 working days lost per employee which will ensure we are in the top quartile nationally.

b) Alternative Options

Not to adopt the policy.

c) Risk Considerations

The Stress Management Policy supports high levels of health, well being and organisational performance. Without this policy in place, East Devon District Council risks a reduction in performance and deteriorating levels of attendance and morale. Individual cases may result in legal action against the Council.

1 Main Body of the Report

The Stress Management Policy outlines our pro-active approach in attempting to prevent stress cases. It outlines our commitment to ensuring that all Council employees are trained in stress management techniques and the importance of their own well being.

The Council is also undertaking Stress Audits across the Council which are designed to ensure that any organisational, managerial or job related 'stressors' are identified and actions put in place to mitigate these.

The Stress Management Policy outlines our pro-active approach in attempting to reduce the number of average sick days in the Council. This includes early referral to Occupational Health in cases of stress and phased returns to work following stress episodes.

The Council has reduced the average number of days sick per employee from 12.41 in 2005/06 to 9.96 in 2006/07.

Legal Implications

No legal observations to report.

Financial Implications

To follow

Karen Jenkins
Head of Organisational Development

Executive Board
6 June 2007