

**TO: MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL –  
5<sup>th</sup> July 2006**

**SUBJECT: WORKING WITHOUT STRESS ACTION PLAN**

**FROM: CORPORATE PERSONNEL SERVICES**

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**1 PURPOSE OF REPORT**

- 1.1 To advise the MTUJP of progress in relation to the 'Working Without Stress' Action Plan and request their views.

**2 BACKGROUND**

- 2.1 The 'Working Without Stress' Action Plan was endorsed by the MTUJP at its April meeting. The Panel also agreed to undertake a monitoring role for the Action Plan.

- 2.2 The Action Plan together with planned and undertaken actions is attached.

- 2.3 When the Stress Management Steering Group met to review progress and compile this report the following issues were flagged up:

2.3.1 **Change:** Concern was expressed that training initiatives identified in accordance with Health and Safety priorities was not mandatory – for example training for senior officers to support the implementation of organisational change.

2.3.2 **Relationships:** The Stress Steering Group acknowledged that a high proportion of the work involved in this area would be the responsibility of the Personnel Team together with the unions. It was recognised that both Corporate Personnel Services and the Unions were both subject to and supporting a number of changes across the Authority, and noted that it may be necessary to reprioritise some actions to reflect workload.

- 2.4 The first quarters monitoring is currently being compiled and will be reported to the next MTUJP. However It will not be possible to undertake meaningful monitoring until further into the year.

- 2.5 Progress in relation to the Working Without Stress Action Plan is underway and several initiatives have been achieved in the first two months of the plan. However some initiatives may need to be reprioritised.

**3. RECOMENDATIONS**

- 3.1 The Panel are asked to note the content of the report.

Stress Management Steering Group

**For further information about this report please contact:**

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