

# MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL

Minutes of the meeting held on Wednesday, 12 April 2006 at the Town Hall, Royal Leamington Spa at 4.30 p.m.

## **PRESENT:**

**Employers' side:** Councillors Ashford and Copping.

**Trades Unions' side:** Mr A Crump and Mr A E Foster (Chair)

It was the Employers' side turn to take the Chair, however, as the Chair from the employers' side was not present it was agreed that the Unions would Chair the meeting.

An apology for absence was received from Councillor Short and Mrs J Webb.

(Councillor Ashford substituted for Councillor Holland)

## **1058. DECLARATIONS OF INTEREST**

There were no declarations of interest

## **1059. MINUTES AND MATTERS ARISING**

The minutes of the meeting held on 5 October and 19 October 2005 were taken as read and signed by the Chairman as a correct record.

Unison informed the Panel that there would be further industrial action on 27 April 2006 with regard to the proposed amendments to the Local Government Pension Scheme.

## **1060. WORKING WITHOUT STRESS ACTION PLAN**

The Panel considered a report from the Corporate Personnel Services which sought approval of the "Working Without Stress" action plan for Council employees.

Warwick District Council is part of the "Willing 100" pilot programme in relation to the HSE Stress Management Standards. The Panel had previously considered a background report on this in October 2005.

The "Working Without Stress" Action plan had been put together by the Stress Management Steering Group. Over the past six months considerable research has been undertaken to identify the underlying causes of stress within Warwick District Council. The four main themes which had been identified were: Change, Demand, Relationships and Management Support.

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**(Continued)**

Senior Officers within the Council had considered these areas and staff focus groups had identified the “Top Five” options for inclusion in the action plan which was attached as appendix 1 to the report.

**RESOLVED** that

- (1) the “Working Without Stress” action plan be approved subject to the removal of three letter acronyms; and
- (2) that regular monitoring on the progress reports made on implementing the action plan be submitted to this Panel;

(The meeting ended at 5.22 p.m.)