

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

**SUBJECT:** WORKING WITHOUT STRESS ACTION PLAN

**FROM:** CORPORATE PERSONNEL SERVICES

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## **1.0 PURPOSE OF REPORT**

- 1.1 To request MTUJP views in relation to the final draft Action Plan 'Working Without Stress', and request that the Panel undertake a monitoring and review role in relation to the Action Plan

## **2.0 BACKGROUND**

- 2.1 Warwick District Council is part of the 'Willing 100' pilot programme in relation to the HSE Stress Management Standards. The MTUJP considered a background report at its meeting of 5<sup>th</sup> October 2005.
- 2.2 The 'Working Without Stress' Action plan has 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 identified were Change, Demand, Relationships and Management Support.
- 2.3 Senior Officers considered these areas and staff Focus Groups identified 'Top Five' options for inclusion in the attached Action Plan.

## **3.0 CONTEXT**

- 3.1 Some of the areas identified, such as Workload and Communications mirror those highlighted in the staff consultation carried out after the Chief Executive's Talk in October, and some cross referencing has been necessary.
- 3.2 A number of the training needs identified have also been flagged up by the IIP process and report.
- 3.3 The Steering Group felt that some of the proposals, made particularly in relation to physical concerns, would sit more appropriately under the umbrella of the Health and Safety Policy and this has been endorsed by CMT.

## **4.0 BUDGET AND RESOURCE IMPLICATIONS**

- 4.1 The majority of financial resource implications are as a result of training needs identified. The total is in the region of £20,000.
- 4.2 Resource from the Corporate Training Fund has been allocated to meet those needs and a further bid has been made to the HSE to fund consultation and negotiation training by ACAS.

- 4.3 The other resource implication is one of time and the plan has been balanced over the forthcoming year.

## **5.0 CONCLUSION**

- 5.1 With the support of the WDC staff, HSE and ACAS the Officers, Members and Trade Unions represented on the Steering Group have identified and propose a number of actions for inclusion in the 'Working Without Stress' Action Plan.
- 5.2 Subject to MTUJ Panel approval the Action Plan will be implemented and monitored over the 12 months ahead.
- 5.3 Any policy or contractual changes will be reported to the Employment Committee.
- 5.4 A further staff survey in relation to stress will be undertaken in 12 months.

## **6.0 RECOMMENDATIONS**

- 6.1 The MTUJ Panel is requested to endorse the attached 'Working Without Stress' Action Plan – Appendix 1.
- 6.2 The MTUJ Panel is requested to undertake a monitoring and overseeing role in relation to the Action Plan.

Stress Management Steering Group  
March 2006