

NORTH LINCOLNSHIRE COUNCIL

INVESTMENT, OUTCOMES AND GOVERNANCE CABINET MEMBER

19 January 2024

- 6 **STRESS AND WELLBEING POLICY** – The Director: Outcomes submitted a report seeking approval for a new Stress and Wellbeing Policy.

All employers had a legal duty, under the Health and Safety at Work etc Act 1974, to protect workers from stress at work by doing a risk assessment and acting on it.

Currently, the procedure for managing stress at work was part of the Health and Safety Management System established during the shared service arrangement with North East Lincolnshire Council and was derived from their policy and systems.

Where a risk assessment was deemed appropriate, the generic risk assessment procedure in the Health and Safety Manual was currently adapted to suit.

To build on the council's current wellbeing offer to keep employees safe, well and supported, whilst ensuring statutory obligations were met under health and safety legislation, a new Stress and Wellbeing policy had now been developed.

The policy focused on employee, manager and organisational responsibility to:

- Encourage and promote good health and wellbeing;
- raise awareness of, and act on, reduced wellbeing;
- facilitate and participate in open conversations, and risk assessments, to determine individual need and identify potential adjustments;
- seek, or signpost to, appropriate support and act on advice.

To support the new policy, a risk assessment template had also been developed. By using the template, an employee experiencing reduced wellbeing could reflect on various elements of their role, divided into the HSE management standard areas, and then work with their manager to develop an action plan to address any areas identified as 'medium' or 'high' risk.

It was proposed that the policy and risk assessment template were reviewed in 12 months' time to assess whether their introduction has had a positive impact on employee wellbeing and attendance.

Resolved – That the Stress and Wellbeing Policy be approved.