

CORPORATE SAFETY COMMITTEE - 23RD OCTOBER 2003

SUBJECT: STRESS MANAGEMENT IN THE WORKPLACE

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members, Management and Trade Union Safety Representatives of the latest position on the Management of Stress in the Workplace.

2. SUMMARY

- 2.1 The HSE has served an improvement notice on a leading NHS Trust, requiring it to make an assessment of the stress-related risks to 1,100 staff and to implement a work related Stress Policy.
- 2.2 This is one of the first times that the HSE has served an enforcement notice highlighting stress.
- 2.3 The HSE are also in the process of making arrangements to visit and inspect three local authorities in Wales in the next three months. Powys C.C., Carmarthen C.C. and Conway C.C.

3. UPDATE

- 3.1 Members of the Committee will be aware that over the past three years this authority has produced:-
1. Stress Policy
 2. Stress Employees Handbook
 3. Stress Helpline
 4. Stress Courses
 5. Management Seminars
- 3.2 In order to meet the requirements of the Health and Safety Executive (HSE) Officers (in conjunction with the HSE) are in the process of looking at an Electronic Work Related Stress Audit.
- 3.3 This Audit is an easy to use tool that enables organisations to measure and prioritise employees perceptions of psychosocial hazards in the workplace.
- 3.4 The work related Stress Audit looks at:-
- Prioritising stressors for different groups of employees.
 - Is completely anonymous and totally confidential.
 - Satisfies the legal requirements to provide risk assessments.
 - Helps plan interventions such as better communications, training needs, anti-discriminations, etc.

- The stress related stress audit system is at present being used by 150 major corporate users in the UK including the police, prison services and local authorities.

3.5 Members of the Committee will be informed of the progress in the use of this system.

4. RECOMMENDATIONS

4.1 Members are asked to note the contents of this report.

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