

MAIDSTONE BOROUGH COUNCIL

**RECORD OF DECISION OF THE
CABINET MEMBER FOR CORPORATE SERVICES**

Decision Made: 24 June 2011

WELL BEING POLICY

Issue for Decision

To consider the draft Well-Being Policy.

Decision Made

That the Well-Being Policy be agreed.

Reasons for Decision

The Well Being Policy sets out the help and support available to employees in times of difficulty. All these mechanisms of support have been available for some time but this policy sets out the whole package in a coherent way and underpins Maidstone Borough Council's approach to managing stress at work, which is a requirement in the Health and Safety policy.

The policy strengthens the Council's position in relation to supporting staff and at no additional cost to current expenditure.

The Council has previously not set out its position in relation to supporting staff that experience domestic violence which is one of the key indicators for the Crime and Disorder Partnership; this policy meets this expectation within the wider context of supporting staff with a wide range of personal difficulties.

With the increase of stress related illness, the policy is a clear indication of the support offered by the Council and is clearly linked to the Stress at Work Policy.

Alternatives considered and why rejected

The Council could continue without the policy as the facilities described within it are already set up and available to staff; however the policy document does set out the Council's approach to its support for staff and therefore strengthens the position.

Background Papers

None

Should you be concerned about this decision and wish to call it in, please submit a call in form signed by any two Non-Executive Members to the Head of Change and Scrutiny by: 01 July 2011
