

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor James Evans, Portfolio Holder for Corporate Governance, Housing and Public Protection

SUBJECT: Question from County Councillor Roger Williams

What resources does Powys County Council have to support members of staff with mental health problems?

Response

The Council has a number of initiatives to support employees with mental health issues. The most obvious is perhaps the Employee Counselling Service where employees can access six sessions with a BACP-registered counsellor. With regards to more difficult issues, Services may request that employees receive up to 12 sessions with the counsellor. Furthermore, employees can also be referred to Occupational Health so that a qualified Occupational Health practitioner can advise both the patient (employee) and their manager on any reasonable adjustments that can be made to assist the employee and the manager. Note too that the Council's Sickness Absence Policy has a manager's guide to mental health issues.

Further to this, we are currently in the process of putting together our Employee Health and Wellbeing offering which will, as it currently stands, comprise of employee surveys on health and wellbeing in the workplace, a Mental Health and Wellbeing policy, together with workplace initiatives on improving health (and of course mental health) in the workplace. The Council currently has a Stress Management Policy which has a Stress Risk Assessment that employees can complete to determine the level of stress they are experiencing.