

# STRESS MANAGEMENT TOOLKIT



## FOREWORD

In November 2007 the Local Government Staff Commission for Northern Ireland in partnership with the Health and Safety Executive for Northern Ireland first published the Stress Management Toolkit to guide councils and other employers through the stress management process in their workplaces. The Toolkit has helped organisations fulfil their duty to protect the health, safety and welfare of employees and to stay at the forefront of best practice in doing so.

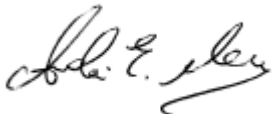
Employers as a minimum must comply with health and safety legislation to identify and deal with work-related stress. However the effects of the changing local government environment provide a challenge to the effective management of stress in the workplace. The management of stress within local government has evolved to mitigate these effects.

This Local Government Stress Management Toolkit has been produced to build on the work already done by the Health and Safety Executive and the guidance provided in its publication *Stress Management Standards*. This revised Toolkit is intended to provide more detailed practical advice, give examples and suggest good practice to assist both officers and members who are involved in the management of stress, improving efficiency and wellbeing. The Toolkit draws on existing best practice from local government, and the wider public sector, and from the advice provided the Labour Relations Agency.


Organisations have a key role to play in the health and wellbeing of their staff. These tools contained within this resource, strive to transform knowledge into skills to assist employers to create and sustain an environment where managers and employees feel confident enough to exhibit behaviours that encourage commitment, trust and engagement.

We would welcome comments and feedback on the Toolkit with suggestions on how to improve it for future updates. We hope that this Toolkit provides organisations with practical guidance to continue to implement stress management processes.

Finally, we would like to recognise and thank the members of the Working Group who helped produce the Toolkit on our behalf.



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