

Minute

Human Resources Sub-committee

Tuesday, 21 March 2023, 12 noon.

Council Chamber, Council Offices, School Place, Kirkwall.



Present

Councillors Heather N Woodbridge, Alexander G Cowie, James R Moar, Gwenda M Shearer, James W Stockan and Duncan A Tullock.

Present via remote link (Microsoft Teams)

Councillor John A R Scott.

Clerk

- Sandra Craigie, Committees Officer.

In Attendance

- Karen Greaves, Corporate Director for Strategy, Performance and Business Solutions.
- Gareth Waterson, Corporate Director for Enterprise and Sustainable Regeneration.
- Gavin Mitchell, Head of Legal and Governance.
- Emma Chattington, Senior Organisational Development Adviser.

Apology

- Councillor Ivan A Taylor.

Declarations of Interest

- No declarations of interest were intimated.

Chair

- Councillor Heather N Woodbridge.

1. Mental Health and Wellbeing Policy

After consideration of a report by the Corporate Director for Strategy, Performance and Business Solutions, together with an Equality Impact Assessment, copies of which had been circulated, and after hearing a report from the Senior Organisational Development Adviser, the Sub-committee:

Noted:

1.1. That, although the Council had a policy on Stress Management, a wider policy on helping employees with stress and other mental health and wellbeing issues would be advantageous.

1.2. That a draft Mental Health and Wellbeing Policy had been developed in line with current Health and Safety Executive standards and best practice.

The Sub-committee resolved to **recommend to the Council:**

1.3. That the policy on Mental Health and Wellbeing, attached as Appendix 1 to this Minute, be approved.

2. Conclusion of Meeting

At 12:12 the Chair declared the meeting concluded.

Signed: Heather N Woodbridge.