Freedom of Information (Scotland) Act 2002

I refer to your e-mail dated 5th May 2011, requesting:

- “…Does your employer have a current Workplace Stress policy, if so was the policy subject to proper consultation with relevant trade unions?
- Does the policy endorse and use the HSE Stress Management standards?
- Can your employer confirm how many Stress Risk Assessments have been carried out for Occupational groups?
- Does your employer provide suitable & sufficient training for managers/supervisors in Workplace Stress, and provide robust Stress and Mental Health awareness training doe all staff?
- Does your employer have a suitable Occupational Health and Counselling provision, if so was this subject to proper consultation with relevant trade unions?
- Is the Workplace Stress policy and related statistics subject to regular meetings and discussion with relevant trade unions, at elected member/board level within your organisation?”

I can now respond as follows:

**Does your employer have a current Workplace Stress policy, if so was the policy subject to proper consultation with relevant trade unions?**

NHS Grampian has a Management of Stress at Work Policy which was reviewed and approved by the Grampian Area Partnership Forum, which includes trade union representation.

The policy is available via the following link:

**Does the policy endorse and use the HSE Stress Management standards?**

The HSE Stress Management Standards are not mentioned in the current published version, however, the Management of Stress at Work Policy is being revised at present and the HSE Stress Management Standards are promoted in the revised draft of the policy.
Can your employer confirm how many Stress Risk Assessments have been carried out for Occupational groups?
A population wide stress audit was conducted in 2008 covering all occupational groups using a questionnaire based on the HSE stress indicator tool.

Does your employer provide suitable & sufficient training for managers/supervisors in Workplace Stress, and provide robust Stress and Mental Health awareness training do all staff?
The Institute for Occupational Health and Safety (IOSH) Managing Safety course includes a module on identifying and managing workplace stress and using the Stress Management Standards approach. Completion of the course is mandatory for all line managers in NHS Grampian.

Does your employer have a suitable Occupational Health and Counselling provision, if so was this subject to proper consultation with relevant trade unions?
The performance of the Occupational Health Service, which includes counselling provision, is reported each year in an annual report produced by the Occupational Health Service. The service is available to NHS Grampian staff who may self-refer or be referred by management.

The Occupational Health Service provides performance information to Clinical Governance and Staff Governance. Staffside representatives participate in the Staff Governance Committee.

Is the Workplace Stress policy and related statistics subject to regular meetings and discussion with relevant trade unions, at elected member/board level within your organisation?
Stress audit results (2008) have been presented to and debated at Grampian Area Partnership Forum (GAPF). This is recorded in the minutes of GAPF.

Under section 20 (1) of the Act, if you are dissatisfied with the way NHS Grampian has dealt with your request, you have a right to request a review of our actions and decisions in relation to your request, and you have a right to appeal to the Scottish Information Commissioner.

A request for review must be made within 40 working days and should, in the first instance, be in writing to: Directorate of Corporate Communications, Ashgrove House, Foresterhill, Aberdeen, AB25 2ZN or by email to grampian@nhs.net

Requests for appeal should be made in writing to: Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS
Telephone: 01334 464610, Fax: 01334 464611
e-mail: enquiries@itspublicknowledge.info

Yours sincerely

Douglas Cumming
Information Governance Officer