



# Mental Health & Wellbeing Strategy

HR-05/2019

At the meeting of Finance & Resources Committee on 18 September 2019, approval was given to the introduction of a new [Mental Health & Wellbeing Strategy](#). Mental ill health and stress conditions are one of the leading causes of disease and disability in our society. In North Lanarkshire Council, sickness absence relating to mental health related conditions currently account for around 30% of all absences.

The new Mental Health & Wellbeing Strategy is applicable to all employees and sets out the Council's commitment to promoting positive mental health and wellbeing. It sits alongside the Managing Attendance Policy and demonstrates the Council's intention to strengthen the positive factors of employment – such as support and development – and provide opportunities to manage stress and build resilience in the workforce.

The Strategy is only the starting point in the work which the Council needs to do to support mental health and wellbeing in the workplace. Other ideas under consideration, include:

- Development of a training programme for line managers. Training will focus on helping managers to feel more confident in speaking to their team about mental ill health.
- Review and refresh of existing training materials, available to all employees.
- Consideration of the use of Mental Health First Aiders.
- Review and provide information on mental health support during the recruitment process.
- Ensuring access to the wide range of online resources currently available to those seeking advice or assistance with mental ill health.

Please ensure that the content of this Circular is brought to the attention of all employees by circulating this circular or prominently displaying a copy on your Service notice boards. Thank you for your assistance with this matter.

**Head of People & Organisational Development**

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