Request Details – FOI5102

I would be grateful if you could supply me with responses to the following questions under the above legislation:

1. How many employees does your organisation have?

2. Does your organisation deal with stress in the workplace in a proactive way? If so, how?

3. How many sick days were recorded in your organisation within the last 12 months?

4. What percentage of this absenteeism was due to stress or stress related illnesses?

5. How much money is spent by your organisation on an annual basis in dealing with stress or the prevention of stress?

6. What staff welfare services are available at your organisation?

7. Do you use the services of an external stress management training company or similar? If so what company do you appoint?

8. Will cuts to budgets affect money spent on any stress management training for this year and in the future?

Response Details – FOI5102

I am writing in respect of your recent enquiry for information, held by the Authority under the provisions of the Freedom of Information Act 2000. Please find herewith the following:

1. **How many employees does your organisation have?**

   23025 - excluding schools
   50109 - including schools

   *at as 31st December 2010

2. **Does your organisation deal with stress in the workplace in a proactive way? If so, how?**

Birmingham City Council takes proactive measures to eliminate and where this is not possible to reduce work related stress. This has been accomplished through designating specific staff as Stress Advisers, through the introduction of a corporate Welfare working group led by a stress champion at Strategic Director level, the introduction of focus groups, the development of stress risk assessments and resultant action plans and the delivery of stress awareness training for managers and staff. The City Council has also worked closely with the Health and Safety Executive.

3. **How many sick days were recorded in your organisation within the last 12 months?**

   157076 - excluding schools*
   262787 - including schools*

   *at as 31st December 2010

4. **What percentage of this absenteeism was due to stress or stress related illnesses?**

   20.6%* - (Anxiety, Stress, Depression, Other Psychiatric)

   *at as 31st December 2010

5. **How much money is spent by your organisation on an annual basis in dealing with stress or the prevention of stress?**

   £101,092 - Direct expenditure costs (2010-2011)

6. **What staff welfare services are available at your organisation?**

Staff have access to an Employee Counselling Service provided under the auspices of the Occupational Health Unit. This provides a 24 hour service, (Personal consultation during office hours and telephone advisory service outside).

7. **Do you use the services of an external stress management training company or similar? If so what company do you appoint?**

   No.

8. **Will cuts to budgets affect money spent on any stress management training for this year and in the future?**

Although, like all local authorities Birmingham City Council has many challenges to face over the coming years, none the least of these being financial, it is expected that the subject of stress management and the mechanisms available for eliminating or minimising this will continue to be the subject of manager and staff training and actions both now and in the future.