

NOTICE IS HEREBY GIVEN THAT AN EXTRAORDINARY MEETING OF THE GORE DISTRICT COUNCIL WILL BE HELD IN THE COUNCIL CHAMBERS, 29 CIVIC AVENUE, GORE ON TUESDAY 1 JULY 2008, AT 4.30 PM

**Steve Parry
CHIEF EXECUTIVE**

26 June 2008

A G E N D A

1. CONSIDERATION OF DRAFT WORK PLACE HARRASSMENT AND WORK PLACE STRESS POLICIES

1. WORKPLACE HARRASSMENT AND STRESS POLICIES

(Memo from Chief Executive – 25.6.08)

As Councillors will be aware, the Council was issued with an Improvement Notice under Section 39 of the Health and Safety in Employment Act 1992 by the Department of Labour. A copy of this Improvement Notice, which was the result of an investigation by the Department of Labour, is attached.

Since receiving this Improvement Notice, a useful discussion was held with Department of Labour officials on 29 April. This discussion gave a background to the investigation and outlined possible approaches to be taken to comply with the Improvement Notice.

I now attach a copy of the new Workplace Harrassment and Stress Policies for the consideration of the Council. These policies have been prepared by our consulting Solicitors, Kiely, Thompson and Caisley and more specifically, Michelle Hall-Collins, who previously spent four years working as a solicitor for the Department of Labour. Once drafted, these policies were in turn referred to Dr Ian Miller, a registered psychologist, for critical review. Dr Miller previously worked for the NZ Police as Manager, Psychological Services.

Once approved, it is proposed to utilise the services of Dr Miller to hold some workshops for staff in order that they can be fully familiar on the content and operation of the new policies.

RECOMMENDATION

THAT the Council approve and adopt the attached Workplace Harrassment Policy and Workplace Stress Policy

AND note that the services of Dr Ian Miller will be utilised to assist with informing and training staff about the new policies.