

UNISON welcomes the creation of a Mental Health policy and congratulates Cardiff Council for being a leading example in addressing the issues faced by staff in the workplace who suffer from Mental Ill Health. This is an excellent step in the right direction and follows on from the positive work already undertaken by singing up for Time To Change Wales.

We would just like it noted that we are mindful that the best policies are of little use unless there is consistent and sympathetic implementation by managers. Our members with mental health conditions covered under the Equality Act are still often facing punitive and stressful measures under the Attendance and Wellbeing Policy. This sometimes exacerbates their conditions and consequently adversely affects their attendance at work. So we would like Cardiff Council to address some of the discrepancies entailed in both the Mental Health and Attendance policies and work in consultation with Trade Unions and other relevant bodies to resolve them.