

**Ref No. SG8402**

**Date: 15 July 2019**

**REQUEST:**

1. The current support offered to employees of your trust in relation to workforce mental health, this includes:
  - Current service provision in place to support staff mental health
  - Current initiatives promoted by the trust in relation to staff mental health
  - Current processes and procedures for a staff member experiencing mental health concerns that require support from a mental health professional
  - Amount of money the trust spent on staff mental health for the financial year 2018-2019
2. The total amount of day's lost for the financial year 2018-2019 using the SP10 (mental health) sickness code.
3. Total financial cost to the trust specifically related to SP10 (Mental Health) sickness for the financial year 2018 – 2019

**OUR RESPONSE:**

**1. Service provision:**

- Amica – staff counselling and psychological support service.
- Occupational health service.
- Remploy mental health support service.
- Promotion of self-referral site, Let's Talk Wellbeing, a service that provides psychological assessment and treatment for what are known as mild to moderate common mental health problems

**Current initiatives:**

- Information on positively supporting your mental health, circulated to all staff as a resource of where they can access support.
- Provision of Mental Health First Aid training.
- Mindfulness courses available as half day training or 8 week course.
- Stress management e-learning module available to all staff.
- Neyber – financial wellbeing offer.
- Health and wellbeing is included in all leadership programs.
- Health and wellbeing calendar with month by month topics of focus.
- A monthly newsletter focusing on the topic of the month.
- 4-week Cognitive Behavioural Therapy for menopause course.
- An annual Trust wide health and wellbeing event.
- 8-week yoga classes.
- The Trust has a stress management risk assessment for managers to follow with any member of staff that is experiencing stress as part of our policy on management of stress at work.
- Flexible working policy.
- Reasonable adjustment policy.

**Current processes and procedures:**

- Staff are able to self-refer to Occupational Health or Amica – staff counselling and psychological support service. Managers also refer staff to Occupational Health. There are policies in place for the management of ill-health and for management of stress at work.

**Trust spend:** Approximately £100K

**2.** 27,505.66

**3.** £2,430,199