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19<sup>th</sup> July 2019

## Freedom of Information Request – Ref: FOI 095-1920

Thank you for your recent Freedom of Information request about Mental Health Support to Staff. Please find our response below.

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
    - Staff can self refer themselves to our Staff Counselling Service – The SCS is an independent service provided by the Trust and where staff can access CBT-based face to face therapy.
    - Staff self-refer by either emailing or telephoning Working Well.
    - The Staff Counselling Service is also able to provide Eye Movement Desensitisation Reprocessing (EMDR) to support staff who may have experienced a Trauma
    - Staff can also self refer to Working Well Occupational Health. Working Well can provide advice, guidance and signposting for a wide range of topics, including mental health
    - We have a website dedicated to Trust Staff and which can be accessed via any mobile device (ie not just when at work) – [www.workingwell2gether.nhs.uk](http://www.workingwell2gether.nhs.uk) – and which offers information and signposting for staff who may require support for mental health issues. Details of NHS recommended APPs to support wellbeing is also included.
    - Working Well has a number of information sheets providing advice and guidance on matters such as bereavement and trauma.
    - The Trust has a number of policies in place which outlines the actions Managers should take in the event of issues such as sickness absence and performance management.
    - The Trust has an Appraisal Policy which outlines the support Line Managers should provide to staff, including conversations around their health and wellbeing.
  - Current initiatives promoted by the trust in relation to staff mental health
    - Staff can sign up to one of the workshops provided by Working Well Occupational Health on subjects such as Stress, Mindfulness, Emotional Eating.
    - A 'user-friendly' Stress Risk Assessment has been created for use by any member of staff which can be used with their line manager, or on their own by using the checklist as a means of checking where their stress may lie at work.
    - The Trust is currently completing its first Annual Staff Health Check, which is an electronic survey asking staff to tell us how well they are and what their health needs are. This is being completed so that the Trust can ensure the services provided are what is needed by its workforce.

- The Trust completes a regular 'Friends and Family' survey each quarter where staff are asked if they would recommend the Trust as a place to work.
  - The Trust also completes the NHS Annual Staff Survey, which asks questions around stress and wellbeing.
  - The data provided by the above surveys is then used to create an action plan in order to address any trends.
  - The Trust regularly communicates "You said, We did", so that we can tell staff what we are doing about any issues raised.
- Current processes and procedures for a staff member experiencing mental health concerns that require support from a mental health professional
    - A member of staff can either email Working Well to ask for support or they can telephone to arrange to either have counselling or speak with an Occupational Health Professional
    - A Line Manager can also refer a member of staff to Working Well for advice and guidance on how to support the individual at work. They would do this by completing a management referral form and emailing it to Working Well.
    - Should a member of staff require additional support for a mental health condition, they could also self refer, or be signposted, to our Trust's own Lets Talk service, which provides a range of support for mental health conditions
  - Amount of money the trust spent on staff mental health for the financial year 2018-2019

The Trust does not hold a specific cost for providing mental health services to staff; however, the Trust provided a budget of £163,077 for 2018-2019 for Occupational Health Services, which includes Counselling Services.

2. The total amount of day's lost for the financial year 2018-2019 using the SP10 (mental health) sickness code.

Absence Reason	Abs Days	FTE Days Lost
S10 Anxiety/stress/depression/other psychiatric illnesses	6,378	5,833.44

3. Total financial cost to the trust specifically related to SP10 (Mental Health) sickness for the financial year 2018 – 2019

The Trust does not hold this information.

Yours sincerely,

*Francis Perrin*

**FRANCIS PERRIN**  
**Trust Secretariat Support Officer**  
**2gether NHS Foundation Trust**

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