

Working in partnership

A key requirement of managing stress is to consult with safety representatives and use resources which already exist, both within and outside of NHS organisations.

- A safety representative is someone appointed by a trade union and recognised for collective bargaining purposes.
- Trade union safety representatives can work in partnership with employers to support improvements in staff health, safety, and wellbeing. Partnership in health and safety (H&S) should go further than this, for example, H&S policy should, wherever possible, be agreed with safety representatives as part of formal arrangements at an H&S committee.
- Safety representatives offer access to valuable insight and research from their own main trade unions and through contact and networking with colleagues from other trusts and staff side organisations. They can support organisations in delivering best practice in the provision of stress management in the workplace and carry out workplace assessments and audits to identify potential risks of stress.
- Working in partnership with staff side representatives increases the trust between management and individuals that the organisation takes the issue of stress management in the workplace seriously and is committed to having a positive approach to it.

Occupational health and wellbeing

- The occupational health team has knowledge and experience of supporting members of staff with health and wellbeing issues caused by stress in the workplace.
- Occupational health can support employers with workplace assessments to ensure underlying health conditions are not exacerbated and can ensure reasonable adjustments are put in place which support the employee to sustain an effective level of attendance at work.
- Occupational health can also assist in leading initiatives which can support employee's health and wellbeing. By organising events such as

Bureau, the team can offer employees advice, guidance, and therapy to help support manage the demands of their working and personal lives.

- Occupational health may also support with organising and supporting with self-help and support groups for employees who have experienced workplace stress and how they have managed to cope with that situation. Knowing other employees have experienced but successfully managed to deal with issues in the workplace which caused stress, supports other employees by recognising they are not alone and that it can be overcome.

Mindful Employer

- Mindful Employer is a charter mark which organisations can apply for to demonstrate that they are working towards standards and pledges which recognise the willingness to be better employers to employees with mental health problems.
- The mark ensures that organisations have positive statements in employment literature, that managers are trained in employment practice around recruiting and employing people with mental health issues and that there is support for staff who experience stress, anxiety depression or other mental health conditions.

MIND

- MIND is the mental health charity which supports individuals with mental health issues with support and guidance. It also provides organisations with advice and guidance on how to support employees in the workplace.

The Samaritans

The Samaritans provides a 24/7 service via telephone, text, or email.

The Samaritans latest suicide data UK and ROI

CALM

CALM, the Campaign Against Living Miserably, is leading a movement against suicide. According to CALM, every week 125 people in the UK

Survivors of Bereavement by Suicide, offers support to those who have been bereaved or affected by suicide.