

## Freedom of Information Act 2000 disclosure log entry

### Reference

19-20116

### Date sent

23/08/2019

### Subject

Workforce Mental Health Support

### Details of enquiry

Can you please provide the following information:

1. The current support offered to employees of your trust in relation to workforce mental health, this includes:
  - a) Current service provision in place to support staff mental health
  - b) Current initiatives promoted by the trust in relation to staff mental health
  - c) Current processes and procedures for a staff member experiencing mental health concerns that require support from a mental health professional
  - d) 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

### Response Sent

1. The current support offered to employees of your trust in relation to workforce mental health, this includes:
  - a) Current service provision in place to support staff mental health
    - i. The trust has an occupational health and wellbeing provider which provide a range of services, including clinical psychology for staff with mental health issues.
    - ii. The organisation also provides a group of trained psychological therapy practitioners who staff can self refer to for counselling services. This service is provided voluntarily by our clinical staff.
    - iii. We also have a high number of staff trained as mental health first aiders. They fulfil this role voluntarily.
  - b) Current initiatives promoted by the trust in relation to staff mental health
    - i. Time to Talk
    - ii. Mental Health Awareness Week
    - iii. Zero Suicide

- c) Current processes and procedures for a staff member experiencing mental health concerns that require support from a mental health professional

Please refer to the Trust sickness absence procedure, found here:

<https://tavistockandportman.nhs.uk/documents/86/policies-procedures-sickness-absence.pdf>

- d) Amount of money the trust spent on staff mental health for the financial year 2018-2019

The trust does not commit expenditure solely for the use of mental health.

The Trust's occupational health contract £47,540 for this service.

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

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

0 days

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

Zero cost – see response to question 4 above.