

Information Governance

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27 November 2018
Reference no.18190298

Dear

Request for Information: Freedom of Information Act

Thank you for your email of 7th November making a request for information under the Freedom of Information Act. You requested the following information and the Trust is able to provide the information below in response:

Request and Response:

In 2012, a cross-government strategy was put together around preventing suicide. <https://www.gov.uk/government/publications/suicide-prevention-third-annual-report> This report identified that doctors and nurses had a 'particularly high' suicide risk compared to other occupational groups [see page 9]. *I am interested only in data relating to nurses/nursing staff. For the purposes of this FOI, I define this to relate to those who hold a registered nursing qualification with the Nursing and Midwifery Council who are on Agenda for Change band 5 or upwards.*

1)

Please state the number of deaths in service [ie: during employment, but not necessarily on the premises or during working hours] of nursing staff employed by your organisation since 2012.

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Nursing and Midwifery Registered	2	1	3	1	2	2	3

2) (i) Please state how many of the total deaths were recorded, known or otherwise suspected to be suicide?

The Trust has provided assistance to staff and others on four occasions over the period of the request where it is possible that the employee may have taken their own life

(ii) Please state what the different categories of cause of death were recorded as, for the purposes of the organisation's own reporting and recording. For example; cancer, heart failure, suicide etc.

The Trust does not record cause of death in the electronic staff record.

3) Please include copies of any 'death in service' procedure or policy the organisation uses.

The Trust does not yet have a specific death in service policy, but the Trust policy relating to deaths and serious incidents is attached as it does also apply to staff.

4) Please describe if there is any work in progress to address mental health needs or suicide risk among your nursing workforce, or alternatively where there have been suicides whether there have been any changes in workplace practices as a result?

The psychological de-briefing service was used on all of the above occasions along with a number follow ups for individual staff. Individual counselling via Occupational Health was also arranged for a small group of staff. A change has been made made to the guidelines reflecting the need for staff attending to be those most directly involved.

The Head of Spiritual and Pastoral Care and Nurse Consultant are working on guidance for managers following the death likely to be by suicide of a staff member, this has followed staff deaths and is informed by interviews we carried out with managers who had experienced possible staff suicides.

The Trust provides services and is developing materials relating to all staff who may have committed suicide and not just nurses. The psychological debriefing service is available to teams should they experience the death of a colleague by suicide or another cause. The Spiritual and pastoral Care team would also offer group and 1-1 support.

The Trust Wellbeing group commend the PHE mental health in the workplace toolkit:

https://wellbeing.bitc.org.uk/sites/default/files/business_in_the_community_mental_health_toolkit_for_employers.pdf

The Trust employ a Head of Health and Wellbeing and Stress Lead, who is also procuring an EAP for the Trust.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for FoI Act matters.

The ICO can be contacted at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood

Head of Information Governance