



HEALTH INFORMATION

Expression of Suicidal Thoughts/Self-harm/Safety Issues

Emergency Advice

Emergency advice is becoming more prevalent within the workplace. This leaflet is designed to aid you in an emergency situation if an employee confides in you or a colleague.

Advice to work place managers

If an employee expresses suicidal ideations / intentions whilst at work, managers have a legal and moral duty to protect, as far as reasonably possible, that employee from harm. **The Health and Safety at Work etc. Act 1974 (HSW Act) The Management of Health and Safety at Work Regulations 1999.**

If you're worried that someone is at immediate risk of taking their own life, you should stay with that person and take one of the following steps:

- **If you think the person might act on suicidal thoughts:**
Contact next of kin to collect them from work and advise them to go to their nearest Accident and Emergency (A&E) department. Do not allow them to leave.
- **If the person has already harmed themselves:** Ring 999 and stay with them until the ambulance arrives.
- **For urgent support for mental health, but where there's no immediate danger to their safety or the safety of others:**
Contact their GP for an emergency appointment or the out of hours service. If they have a Community Mental Health Team (CMHT) or crisis team please contact them for advice.
- **Ring 999 or NHS direct (111 from any landline or mobile phone, free of charge)**
- **If they have contacted you by telephone:** Contact the next of kin, or phone the police and tell them of your concerns if you feel that there is an immediate serious risk.

If someone has attempted suicide, you should ring 999 and stay with them until the ambulance arrives. If an overdose is suspected, if possible, make a note of medication and amount they have taken to provide to the attending ambulance crew.

Whilst occupational health is available to provide health support advice to employee's and management we are not part of primary care services and consequently are not able to act as a third party in these cases, it remains the responsibility of the manager dealing with the employee to obtain immediate care.

- You can call your CS team who will put you in contact with the DM who is a clinician for advice.

www.medigold-health.com

Further help/support for employee

- Refer to OH
- Document your actions
- **Samaritans** - 08457 909090 (24 hour confidential helpline, providing emotional support to anyone who is suicidal or despairing).
- **SANELINE** - 0845 767 8000 (confidential helpline open 6pm - 11pm), offering practical information, crisis care, and emotional support to anybody affected by mental health problems).
- **Alcoholics Anonymous** - 0845 769 7555 www.alcoholics-anonymous.org.uk - fellowship of recovering alcoholics who meet regularly to help each other stay sober.
- **Depression Alliance** - www.depressionalliance.org - practical information about depression, and details of Depression Alliance campaigns and local groups.

Useful sources of information for managers

- Public Health has issued a leaflet giving advice to people who may be concerned that someone they know may be thinking about suicide: <http://staff.devon.gov.uk/its-safe-to-talk-about-suicide.pdf>
- A practical guide to managing and supporting people with mental health problems in the workplace: <http://www.lse.ac.uk/intranet/LSEServiceshealthAndSafety/pdf/SHIFTPRACTICALGUIDETOManagingPeopleWithMentalHealthProblems.pdf>
- The Health & Safety Executive (HSE) has published a stress management competency indicator tool for managers (<http://www.hse.gov.uk/stress/mcit.pdf>) which may help you identify areas where additional training or support with this aspect of your role may be helpful.
- The HSE stress micro-site is another useful source of information (<http://www.hse.gov.uk/stress/index.htm>)
- Mind (www.mind.org.uk) - leading mental health charity with comprehensive website, offering advice and information on a wide range of mental health issues and conditions

Please do not assume that a person in distress will make rational choices. They may not want you to contact their next of kin but action should be taken and advice sought. Safety of the member of staff overrides confidentiality.

