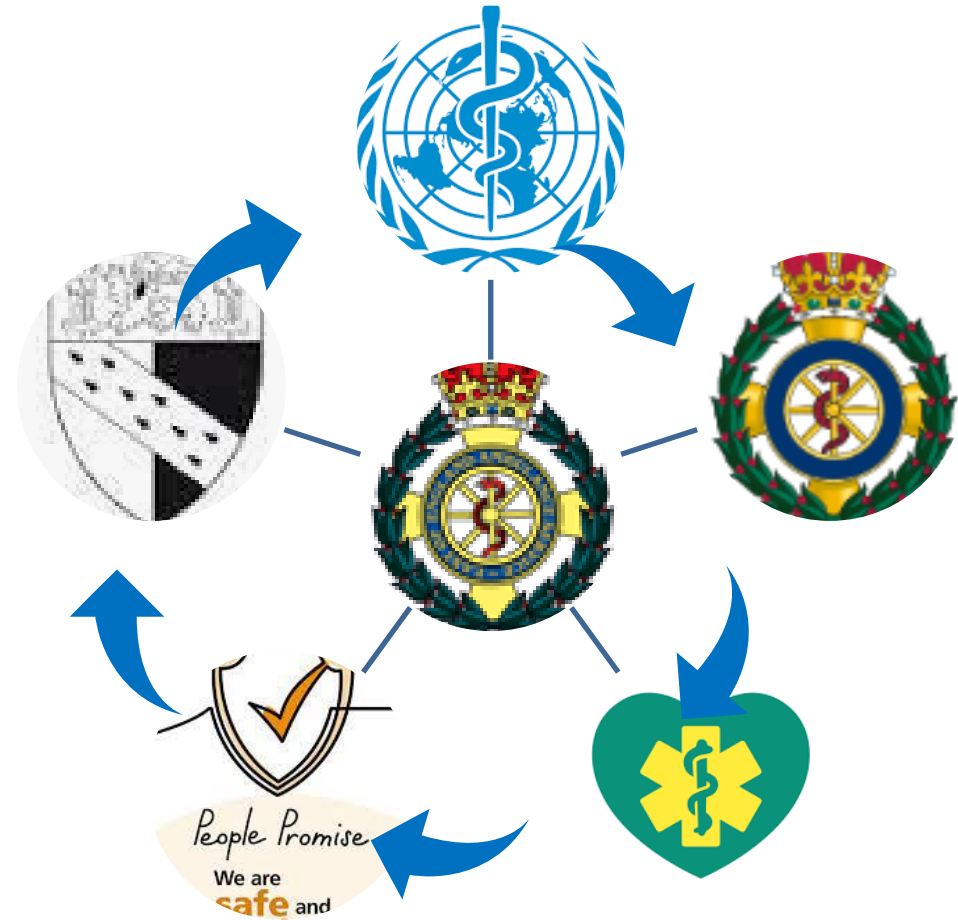


Suicide Prevention in EEAST

Debs Crelly, Head of Health & Wellbeing



The risk of suicide in male paramedics is 75% more likely than any other health care professional (ONS data 2011-2015)

The NHS People Plan encourages all NHS Trusts to engage colleagues in regular wellbeing conversations with their line manager or a trusted colleague. To support this, AACE & TASC have published additional resources to enable ambulance services to provide support to colleagues to improve mental wellbeing. We have used these resources to guide our processes.



AACE Suicide Prevention & Postvention Toolkit [AACE-Suicide-Toolkit-A5.pdf](#)



AACE Mental Maintenance: Personalised Toolkit [AACE-MM-Personalised-Plan-A5.pdf](#)



AACE Guidance for Managers [AACE-MM-Managers-Toolkit.pdf](#)



AACE Employee & Volunteer Toolkit [AACE-Employee-Toolkit-A5.pdf](#)



TASC Family Support Handbook [TASC-Family-Support-Handbook-Final.pdf](#)

The Mental Maintenance Check In:

Look

Listen

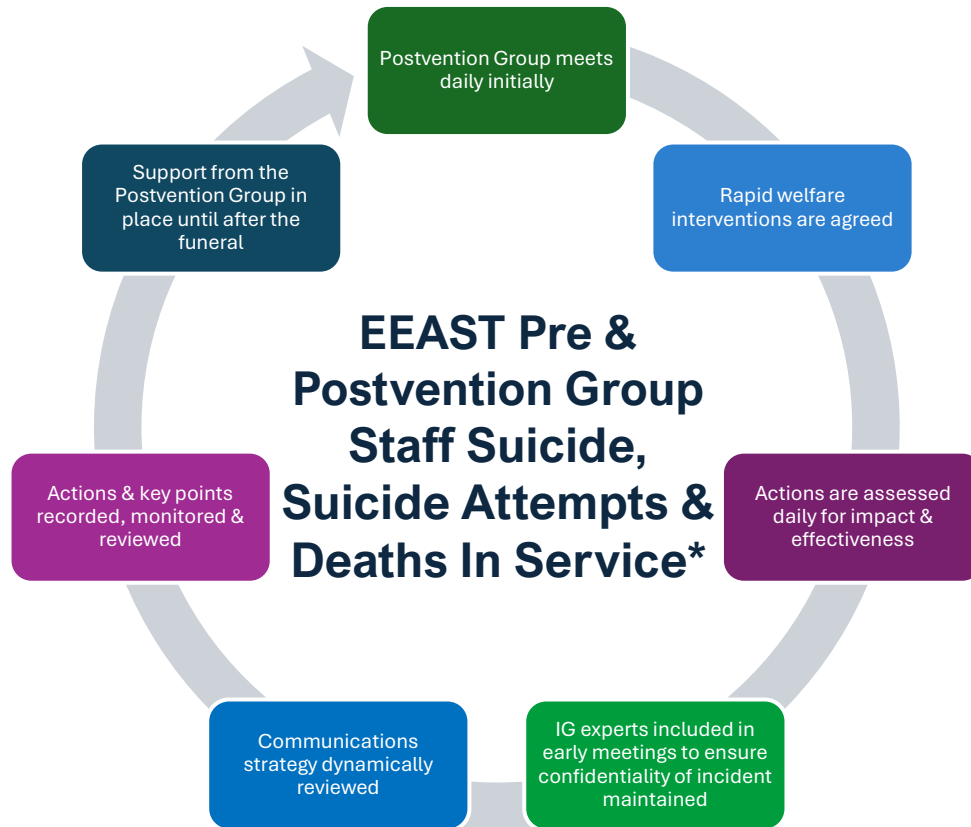
Link



- We are safe and healthy
- We look after ourselves and each other
- Wellbeing is our business and our priority – and if we are unwell, we are supported to get the help we need
- We have what we need to deliver the best possible care – from clean safe spaces to rest in, to the right technology.

EEAST Pre & Postvention Process

AACE Postvention Checklist followed with the inclusion of a dedicated MDT Meeting



*We have expanded the process to include Prevention for suicide attempts and suicide ideation to ensure appropriate support is in place for the individual, leaders supporting the individual and those impacted. Wrap around support from the MDT at a time when leaders can worry that they are doing everything they can, and also may need support themselves.

Agenda

- ☐ Introduction
- ☐ Local update
- ☐ Welfare check
- ☐ Communication Strategy
- ☐ HR update
- ☐ Escalations

A team of subject experts and very senior leaders meet daily following an incident to support the local team with wellbeing, support, communication and escalation of actions. The seniority of members is important to ensure that any barriers can be immediately resolved.

Group Members

- ☐ CEO
- ☐ Director of People Services
- ☐ Chief of Staff
- ☐ Head of Health & Wellbeing
- ☐ Head of Occupational Health
- ☐ Head of HR Business Partnering
- ☐ Head of Communications
- ☐ Family Liaison Officer
- ☐ Local Manager

Outcomes

	Death by Suicide	Death in Service	Suicide Ideation	Attempt
Sep 23	1	0	0	0
Oct 23	0	0	0	0
Nov 23	1			1
Dec 23				
Jan 24				
Feb 24				
Mar 24		1		3
Apr 24		1	7	1
May 24		1	7	1
June 24			0	1
TOTAL	2	3	14	7

- We are supporting those in crisis better with multi-disciplinary discussion and support
- We are supporting our leaders better
- We are supporting team members/colleagues better
- Our crisis support is more timely
- We have identified gaps in support and filled them
- We are educating our leaders and giving them more confidence

Supporting our People



- HWB conversation Training
- Mental Health Awareness Training
- Inclusive HWB Passport
- Directory of Support
- Managing Anxiety training
- Moneysmart
- Sleep hygiene
- Welfare Wagons
- Mental Health Video

https://www.youtube.com/watch?v=9r1QH15w3_g

- 'Time for Me' our new HWB App on Trust laptops/iPads/phones
- >600 Staff Champions Trust-wide, MHFA's, TRiM, Wellbeing Champions, Menopause Mentors
- Suicide Prevention Toolkit
- Work with VCSE colleagues





Location Deep Dive Scores	Overall Mood	Mental	Physical	Financial	Social	Career
Bedford Boosters	Home Environment 35 Friends 35 Physical Health 23	Conscience 92 Recognising Signs 80 Knowledge of Services 70	Pain Management 50 Managing Your Health 50 Physical Appearance 35	Help 46 Financial Education 28 Savings Knowledge 20	Immediate Family 80 Online Presence 70 Workplace Relationships 35	Role Clarity 85 Work Location 80 Focus 70
Bedford Drainers	Friends -56 Wider Community -62 Social Media -81	Handling Anxiety -62 Emotional Stability -69 Managing Emotions -75	Mobility -25 Sleep Duration -31 Sleep Quality -31	Income Enrichment -58 Future Opportunities -67 Savings -83	Online Presence -75 Conflict Resolution -80 Social/Personal Balance -90	Professional Development -37, Organisation Values -49, Total Rewards -69
Cambs Boosters	Meaningful Connection 63 Family 57 Spirituality 40	Treating Others 40 Conscience 31 Recognising Signs 27	Pain Management 92, Posture 85 Access to Care 70	Credit Habits 70 Job Security 19 Expenses 14	N/A	N/A
Cambs Drainers	Global Issues -40 Physical Health -62 Social Media -75	Stress Resilience -33 Handling Anxiety -43 Self-Esteem -45	Nutritional Balance -37 Body Shape -56 Sleep Duration -56	Financial Education -62 Budgeting -69 , Emergency Fund -75	N/A	N/A
Herts Boosters	Family 10	Conscience 45 Treating Others 25 Knowledge of Services 22	Health Knowledge 58 Pain Levels 50 Pain Management 39	Job Security 95 Credit Score 50 Future Opportunities 45	N/A	Work Location 77 Stress Levels 49 Pride in My Role 23
Herts Drainers	Home Environment -60 Finances -60 Global Issues -62	Handling Anxiety -41 Social Confidence -43 Seeking Help -44	Sleep Pattern -48 Fitness -54 Body Shape -66	Emergency Fund -15 Budgeting -37 Habits -37	N/A	Senior Leadership -75 Workplace Support -79 Career Direction -87

Trauma Support



- Currently have TRiM, not as effective as once was
- Working on new programme with TASC (The Ambulance Staff Charity) and Professor Jennifer Wild
- Staff focus groups
- Creation of a mental health incident response team

