

Freedom of Information Request: Our Reference CTHB_473_18

You asked:

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.

We can confirm that there have been eight deaths in service [ie: during employment, but not necessarily on the premises or during working hours] of nursing staff employed by Cwm Taf University Health Board since 2012.

2)

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

The cause of death or categorisation is not recorded on the Electronic Staff Record from which this data is drawn, therefore we are unable to provide this detail.

(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.

As above.

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

Cwm Taf University Health Board (UHB) has an internal process which is not detailed in a written policy or procedure. This process includes Cwm Taf UHB writing to the next of kin expressing their condolences. Likewise, payroll and NHS Pensions following a defined process to ensure that all administrative issues surround pay and pensions are dealt with as swiftly as possible.

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?

Cwm Taf UHB takes the mental health needs of all its employees, including the nursing workforce, very seriously and as a registered 'Mindful

Employer', Cwm Taf UHB provides the following forms of support, training and interventions:

- An 'in house' 'Occupational Health and Wellbeing (OHWB)' service which staff are able to access via a self-refer or line-manager referral. The service offers a range of support from a comprehensive website through to 1:1 counselling and Clinical Psychology intervention for appropriate employees. Within the OHWB service the team follow an agreed protocol if there are any immediate concerns with presenting employees. It is also worth noting that the employees themselves are able to refer to a GP and/or crisis team if they have concerns over a colleague's mental health and wellbeing.
- Access to free, community based self-help 'stress control' and 'mindfulness' sessions run by Valley Steps.
- Access to a mediation service called 'Resolve' which has been set up for staff who are experiencing relationship issues in the workplace.
- A comprehensive Learning and Development training directory offering training in 'Building Resilience', 'Mental Health First Aid' and 'Lighten Up'.

In addition to the above Cwm Taf UHB has a robust 'stress' protocol, toolkit and risk assessments and actively promotes any local or national campaigns such as Mental Health day and the National Stress Awareness day.

There are currently plans to support staff further by holding a dedicated Health & Wellbeing (H&WB) month during Jan 2019 which will promote a range of initiatives and include displays from the relevant national and local organisations raising awareness of any support and resources available as well as highlighting the benefits of investing in H&WB activities. The three key areas for the month will be emotional, social and physical wellbeing with a focus on the nursing profession.