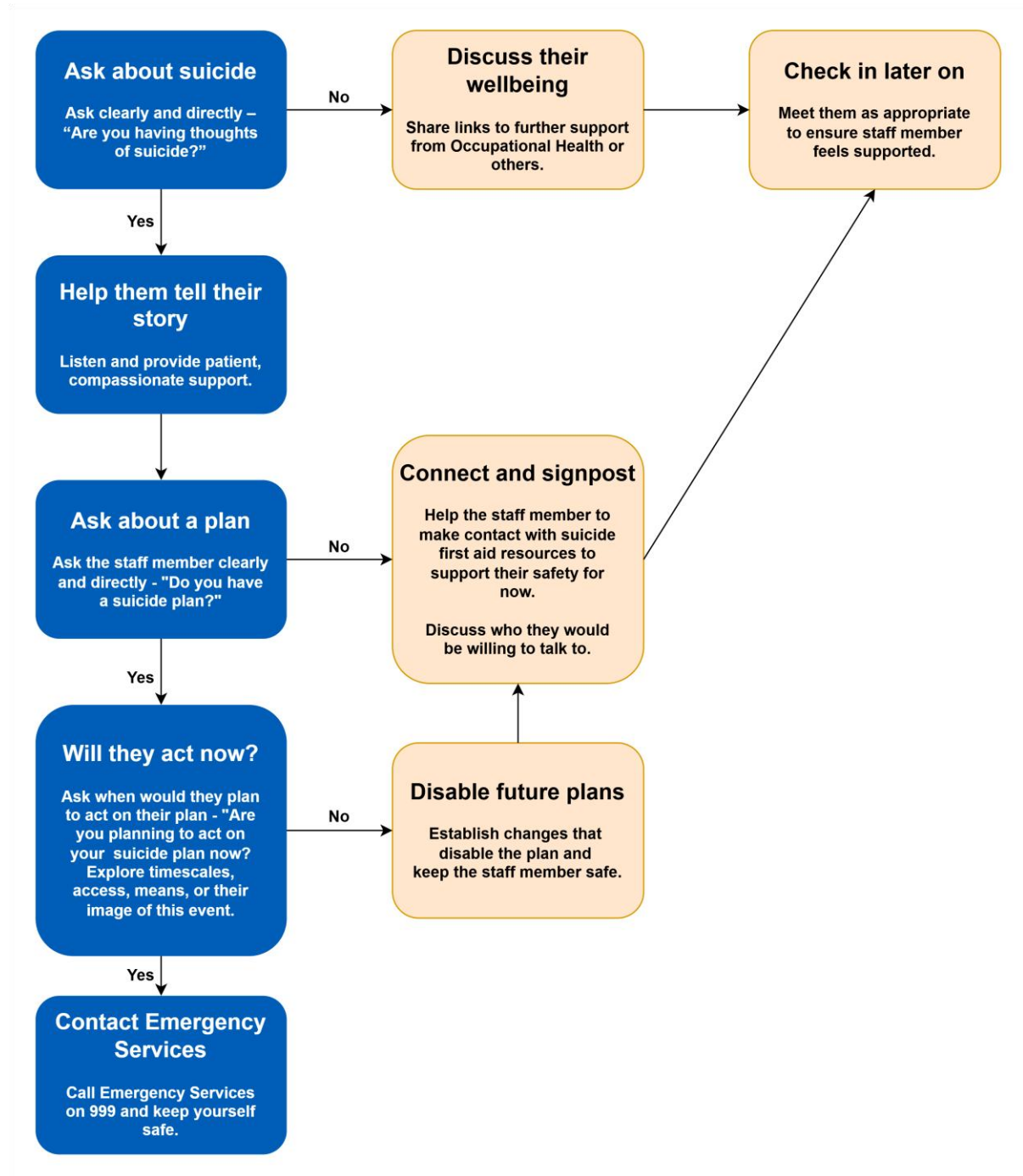


Guidance to support staff with thoughts of suicide

The guidance below outlines the steps that we can all take when we are concerned that a staff member has thoughts of suicide.



Ask about suicide: Ask clearly and directly "Are you having thoughts about suicide?"

Yes – go to [Help them tell their story](#)

No – go to [Discuss their wellbeing](#)

Help them tell their story: Help the staff member tell their story about suicide. Listen and provide patient, compassionate support. Next, [Ask about a suicide plan](#).

Ask about a suicide plan: Ask clearly, “Do you have a suicide plan?”

Yes – go to [Will they act now?](#)

No – go to [Connect and signpost](#)

Will they act now?: If the staff member says that they have a suicide plan then establish whether they have timescales, means and access to these. Ask are they planning to act now?

Yes – go to [Contact Emergency Services](#)

No – go to [Disable future suicide plans](#)

Connect and signpost:

1. Explore with the staff member if they could identify a safety contact that they can speak to if needed. This might be a close family member or friend, but it can also be one of the support services listed below.
2. Support the staff member to make contact with suicide first aid resources below. This will help establish safety in the future.
 - [Breathing Space](#) – [0800 83 85 87](#) (Monday to Friday, 6.00pm to 2.00am and 24 hours at weekends)
 - [Samaritans](#) – [116 123](#) (available 24/7)
 - [NHS24](#) – [111](#) (available 24/7 – Mental Health Nursing staff provide expert clinical support within the team)
 - [Mental wellbeing | NHS inform](#)
 - [SilverCloud](#)
 - [National Wellbeing Hub](#)
3. Advise the staff member to contact their GP and arrange an emergency appointment, explaining the circumstances. If their GP is not open, they can call NHS24 as detailed above.

4. **Check in later on:** Make an agreement to check in with the staff member at a later date. They may need some time off work to visit their GP or other services.

Disable future suicide plans:

1. Work with the staff member to keep them safe for now and help them disable their suicide plan. Helpful areas to discuss can be:
 - People who can help
 - Things that give me hope
 - Things I can do to keep myself safe
2. Explore protective factors such as people they care about and those who care about them.
3. Highlight any areas of hope that things might change in the future.
4. Signpost and help them to connect with same resources as in **Connect and signpost.**

Contact Emergency Services:

1. If their suicide plan is immediate then you should **contact Emergency Services by calling 999** and keep yourself safe.
2. After this, contact the Occupational Health Psychological Wellbeing Service (OHPWS) (ggc.OHPWS@nhs.scot or 0141 277 7623) to speak to a member of staff. Please note, this service is for planned care only, and we are unable to respond immediately.
3. As a manager you may consider arranging a Management Referral to Occupational Health to establish if there are work related changes that can help.

Discuss their wellbeing:

1. Have a discussion around their current wellbeing, with signposting and support services being part of that conversation. Explore who they might want to talk to about their low mood, such as friends or family members, if appropriate.
2. Offer to send a referral to Occupational Health Psychological Wellbeing Service on ggc.OHPWS@nhs.scot or 0141 277 7623.

3. Suggest they speak to their GP and later check in on this with them.

Check in later on:

Arrange further check-ins to meet the staff member to ensure they feel supported. If you are not their manager, encourage them to speak to their manager so they can support them. If they do not want to do this, you may offer to do this on their behalf if they give permission. This can have a very big positive impact on the person and help them feel cared for.

Training

Suicide prevention training is available:

- safeTALK – suicide alertness
- ASIST – suicide intervention

For more information on training only, contact Larry Callary at larry.callary@nhs.scot or call 07811 529 620.