

## Suicidal Distress – Resources for HR Divisions/Line Managers

### Resources – Internal

#### Civil Service Policies

##### Circular 05/2018 Arrangements for Paid Sick Leave in the Civil Service

##### Para 3.5 Civil servants who appear ill in the workplace

“No civil servant who appears to require medical attention should be allowed to remain on duty in the workplace. Where a civil servant’s well-being becomes a concern, their Line Manager should make appropriate arrangements for that civil servant to either return home or receive appropriate medical attention. HR Units should provide support for Line Managers in such circumstances where required.”

#### Organisational Supports

- Senior Manager
- HR Division
- Civil Service Employee Assistance Service (CSEAS) Tel No 0761 000 030
- Office of the Chief Medical Officer (CMO) Tel No 01 6045341
- Disability Liaison Officer (DLO) – be aware of DLO for your Department/Office
- Colleagues
- Peer Network

### Resources External – Contact persons/Telephone Numbers

- Person’s GP/GP out-of-hours service
- The A&E Department of the local hospital/ambulance service
- Person’s next-of-kin
- An Garda Síochána
- National Office of Suicide Prevention (NOSP) Website  
[http://www.hse.ie/eng/services/list/4/Mental\\_Health\\_Services/NOSP](http://www.hse.ie/eng/services/list/4/Mental_Health_Services/NOSP)
- Samaritans – Freecall 116 123 website [www.samaritans.org](http://www.samaritans.org) available 24/7
- Pieta House – Freecall 1800 247 247 website [www.pieta.ie](http://www.pieta.ie) available 24/7

### Reading Material

#### CSEAS Publications (Visit CSEAS website [www.cseas.per.gov.ie](http://www.cseas.per.gov.ie))

- Suicide Information for those affected by Suicide
- Suicide Information for those in Suicidal Distress
- Critical Incident in the Workplace – Self-Care information
- CSEAS Information Guide on Mental Health & Well-being in the Workplace

#### Other information sources (available on the Internet)

**HSE Leaflet** Concerned about Suicide – Warning Signs – Risk Factors

**Leaflet** by Irish Farmers Association (IFA) and Pieta House – Mind our Farm Families

**Breaking the Silence in the Workplace** A Guide for Employers on Responding to Suicide in the Workplace (Irish Hospice Foundation 2012)

#### Books

**Cover Up – Understanding Self-harm** by Joan Freeman- this is a guide for parents, teachers, therapists or anyone who lives with, supports or provides therapy for young people who self-harm

**The Suicidal Mind** by Edwin S. Shneidman – this book outlines what Shneidman calls the 10 psychological commonalities of suicide

## Suicidal Distress – Resources for HR Divisions/Line Managers

The HSE's National Office for Suicide Prevention (NOSP) is involved in a range of training initiatives in the areas of suicide prevention and mental health promotion. Opportunities to attend the following sessions may be available from the HSE. For further information see their website

[http://www.hse.ie/eng/services/list/4/Mental\\_Health\\_Services/NOSP/Training/](http://www.hse.ie/eng/services/list/4/Mental_Health_Services/NOSP/Training/)

- **esuicideTALK**

This is a one to two hour exploration in suicide awareness. The programme is organised around the question “*should we talk about suicide?*” and offers a space to safely explore some of the more challenging issues relating to suicide. The programme encourages everyone to find a part they can play in preventing suicide. Its goal is to help make direct, open and honest talk about suicide easier.

- **SafeTALK**

This ‘suicide alertness for everyone’ programme is a half day training that prepares participants to identify persons with thoughts of suicide and connect them to suicide first aid resources. These specific skills are called suicide alertness and are taught with the expectation that the person learning them will use them to help reduce suicide risk in their communities. Participants learn how to provide practical help to persons with thoughts of suicide. Following a safeTALK workshop you will be more willing and able to perform an important helping role for persons with thoughts of suicide.

- **ASIST (Applied Suicide Intervention Skills Training)**

This is a two-day interactive workshop in suicide first-aid. It is suitable for all kinds of caregivers - health workers, teachers, community workers, Gardaí, youth workers, volunteers, people responding to family, friends and co-workers. ASIST trains participants to reduce the immediate risk of suicide and increase the support for a person at risk. It helps them seek a shared understanding of reasons for suicide and reasons for living.

The workshop provides opportunities to learn what a person at risk may need from others in order to keep safe and get more help. It encourages honest, open and direct talk about suicide as part of preparing people to provide suicide first aid. Participants also consider how personal attitudes and experiences might affect their helping role with a person at risk.

- **Understanding Self-Harm Awareness Training Programme**

The workshop provides opportunities to improve knowledge, awareness and understanding of self-harming behaviour. Participants consider how personal attitudes and experiences might affect their helping role with a person who self-harms. It aims to clarify what self-harm is, what leads people to engage in the behaviour and considers its relationship with suicide. The causes, reasons behind the behaviour, and the functions are discussed. Positive approaches to engaging with and caring for someone who self-harms are presented. Active participation is encouraged.