



Freedom of Information Request

9th December 2021

Question

I would like to know:

If I could have the numbers for the anxiety/stress and depression category for the last 3 years preferably broken down to years so I can compare that would be great, and for operational staff, this is to look at the effects of MH on frontline crew.

Also if you use the TRiM process how many staff per year have been through it

Answer

We take the mental health of our staff very seriously, which is why we have developed a robust programme to support them. Managers work closely with staff to encourage them to report any concerns about their welfare and we provide assistance and funding for staff seeking professional counselling services and occupational health services.

The Scottish Ambulance service has and continuously reviews a varied range of support tools aimed at staff in relation to Mental Health – related illnesses.

Please see the tables below, showing the total number of hours lost due to sickness and the number of hours lost to anxiety/stress/depression for Accident and Emergency crews only. Figures provided per annum, 2021 – 08/12/2021.

	Employee Count	Absence Hours
2019	355	100,419
2020	357	99,258
2021	440	118,687

We do not have a definitive answer to provide under the Freedom of Information Act to the second question asked. To help explain the Scottish Ambulance service undertook a trial in our West region late 2019 with two to three active TRiM trained assessors. Since implementation, up to, June 2021, 155 invitations were extended to staff and >70 assessments were done (this figure is inclusive of either one per individual or two depending on the individual need for a follow up).

The Scottish Ambulance service currently has commissioned a National Improvement Manager to do an evaluation of the existing TRiM provision within the service. This has shown a positive impact for staff and the Executive team have subsequently endorsed future investment. We are currently exploring options for funding to help us to extend the TRiM Capacity and to build a robust infrastructure.