**Trauma Service for Train Drivers in Rail Division**

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| **INTRO**  Many people each year, sadly, choose to take their own lives. On occasion, this can impact our train drivers and the impact can be incredibly traumatic.  On average, we have 3-4 suicides on the line per year. The average time off work following such an incident is 3 months.  Research shows that a pro-active and speedy intervention following an incident will support the employee concerned.  It is our duty to provide a quality service that is available when required, to our employees. Primarily this is beneficial to their mental health. It may also support the employee back to the workplace quicker, than if not providing this service. It is well recognised that being back in the workplace amongst colleagues is more beneficial that staying at home (perhaps on reduced or different duties).  We currently have c.150 train drivers, based across the country. |
| **Our Goal**  To partner with a high-quality company who specialises in supporting train drivers who experience suicides on the line. *This is a distinctly different offering to occupational health and EAP.*  **Service Provider should:**   * Have significant experience within the rail industry, specifically suicides on the line, backed with references and case studies (please provide in response). * Be available directly (not a call centre) 24x7, post incident. * Reach out to employee within 72 hours of incident occurring. * Provide a pro-active service direct to impacted employee with clear and transparent communication to the designated business lead. * Provide a consistent service, as required, with the **same** psychological expert throughout (not external contractors). * Offer the option to attend employees’ home, workplace or choice of location for in person meetings. * Provide detailed written reports with a supportive action plan that can be worked towards. * Offer clear communication at agreed periods with the employee and the business lead(s). * Liaise with employee and Line Manager to facilitate an agreed return to work plan. * Have relationships with other specialists to refer to, if required and as agreed. * Work with us to ensure a well embedded service is made available to our employees (share how you would do this).   **In addition,** to support our Managers manage sensitive situations, we would like to have the option to offer training to them. If your business offers this, please attach the course outline and details of how this works along with costs.  e.g. Delivered in person/teams, interactive, by who, minimum/maximum numbers.  **NOTE:** Provider should have the option to expand across the wider NTS business and across other areas of trauma, e.g. terrorist attack, fires, natural disasters. |