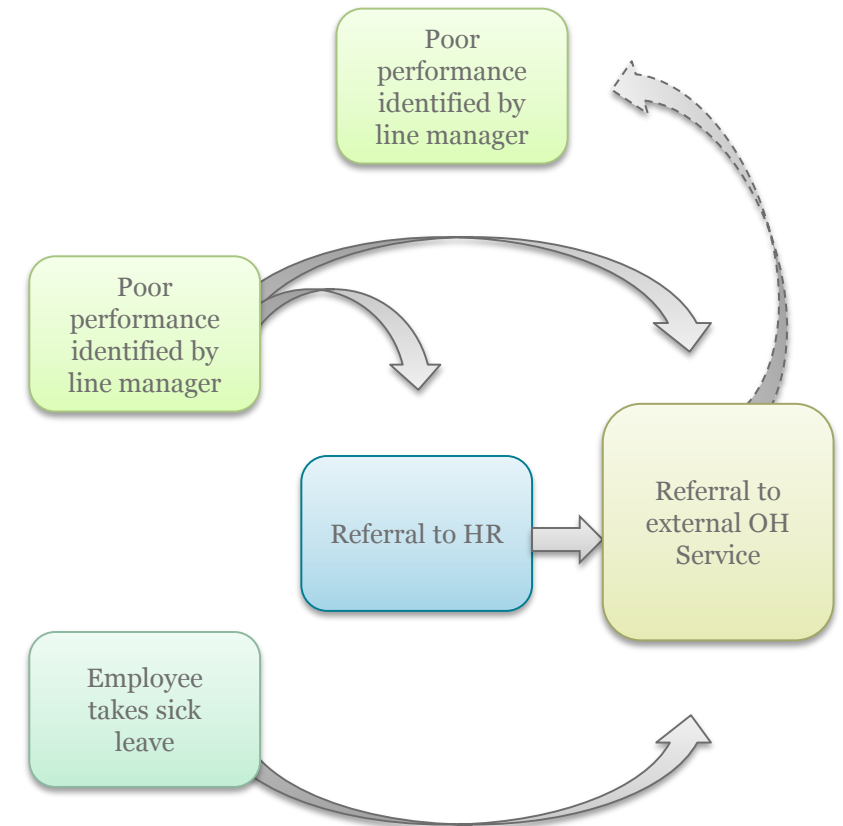


# Current escalation process

- Poor mental health often not picked up until employee is off sick
- HR involved if there is a performance issue
- Employees can by-pass the line manager and HR under current legal arrangement
- Reports only sent to the line manager and HR if the employee gives permission
- Role of Occupational Health service misunderstood
- External OH occasionally refer to the Health & Safety team for additional input, assessment after the initial referral
- Inconsistent and subject to ongoing repetition



# Proposed escalation process

- Focuses role of line manager and empowers them to act proactively
- Utilises HR role in supporting line manager with relevant processes
- Introduces stress related risk assessment based on the HSE's Management Standards
- Adds a non-clinical referral to enable OHS input
- OH Referral only by OHS in liaison with HR
- Reports sent to all those involved
- Whole process has to be followed which reduces likelihood of total escalation
- Ongoing monitoring via the risk assessment process, built in

