

Equity Policy	Leave of Absence Policy
Flexible Working Policy	Menopause Policy
Leave of Absence Policy Support Staff	Sickness Absence Management

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### 3. Legal Obligations

3.1. The Trust has a legal duty to take r





- 8.3.1. The Trust will engage with their external HR provider to develop ~~Trust~~ policies and procedures, to protect the wellbeing of employees, assist line managers in supporting individuals, and liaise as appropriate with occupational health and other medical professionals, with the object of helping employees to maintain good psychological health.
- 8.3.2. The Trust operates practices and policies that ensure staff are able to achieve a satisfactory balance between their work and other commitments and adhere to the working limits set out in the Working Time Regulations 1998.

#### **8.4. Occupational Health**

- 8.4.1. The Trust has engaged occupational health professionals who will provide a comprehensive service designed to help staff stay in work, or to return to work, after experiencing mental health problems. This will include preparing medical assessments of individuals' fitness for work following referrals from the Trust, liaising with GPs and working with individuals to help them to retain employment/engagement.
- 8.4.2. Occupational health professionals will play a critical part in developing rehabilitation plans for staff returning to work after absences related to mental ill health, and work with GPs and line managers on designing/amending jobs and working environments to ensure that rehabilitation is successful. Advice will also be taken from our occupational health professionals regarding design and implementation of any suitable health promotion and lifestyle ~~behav~~ management programmes, including initiatives on managing pressure and ongoing health conditions at work.

#### **8.5. Mental Health First Aiders (MHFA)**

- 8.5.1.

10.1.

