

THE NATIONAL CONFIDENTIAL INQUIRY INTO SUICIDE AND SAFETY IN MENTAL HEALTH (NCISH)





Probable suicide deaths by NHS staff

The National Confidential Inquiry into Suicide and Safety in Mental Health (NCISH) has been funded by NHS England to establish a data collection on NHS Staff who die by suicide. This programme of work will run until April 2026. It is designed to collect and collate data on NHS Staff who tragically die by suicide. You are being invited to contribute to this programme. Please take the time to read through this information sheet and discuss with others if you wish. If you have any further questions about the questionnaire or programme itself, please contact Jodie.westhead@manchester.ac.uk.

Purpose of the data collection	The information gathered for this data collection will inform suicide prevention and may help to prevent future deaths. Our aim is to identify factors associated with suicide that could be improved for the safety of all NHS Staff.
Use of information	Findings and anonymised data may be shared with NHS England. This will facilitate national learning on improving safety for all staff working in the NHS. Factors identified may help to prevent future deaths.
Funding and approval	NCISH has been commissioned by NHS England to establish this data collection on staff suicide. The University of Manchester Research Ethics committee has granted approval (REF: 2025-22448-40733) for us to establish this data collection. We also have permission from the Information Governance Department within your Trust for you to complete this questionnaire.
Participation and inclusion criteria	Information will be gathered for this data collection via an online questionnaire. Please complete this questionnaire if you are aware of a colleague who died by suicide or suspected suicide in your Trust between January 2024 and April 2026 and was a doctor, nurse, or allied health professional . Allied health professional roles include: art therapists, dietitians, drama therapists, music therapists, occupational therapists, operating department practitioners, orthoptists, osteopaths, physiotherapists, podiatrists, prosthetists and orthotists, radiographers and speech and language therapists. This programme only captures colleagues who died by suicide or suspected suicide and includes staff who have an

	<p>employment contract (full-time, part time or temporary) with your NHS Trust. It therefore does not include bank or agency staff unless they hold an employment contract directly with your Trust. Please complete one questionnaire for each colleague death you are aware of. We are aware of the pressures on your time and estimate that the questionnaire will take no more than 20 minutes to complete depending upon your access to information.</p>
<p>Your contribution is voluntary</p>	<p>We recognise that losing a colleague and member of staff is an upsetting experience and that discussing suicide is a sensitive topic that may cause distress. Completing this questionnaire and providing this information is entirely voluntary and unpaid. There will be no further burden on your time in terms of follow-up on your responses to this questionnaire. You are free to exit the questionnaire at any time and do not need to provide a reason for doing so.</p> <p>After reading this information sheet you will be asked to consent to continue to proceed to the questionnaire. If you decide not to proceed with the questionnaire, there will be the option to select “no” and you will be directed to an “end of survey” message. If you would like to contribute please click “yes” to consent. You will then be directed to the questionnaire. Once you have started the questionnaire you are free to withdraw at any time without detriment to yourself by closing your web browser. However, it will not be possible to remove the answers you have provided if you withdraw midway through as we will not be able to identify your specific responses and the information you provide may be used. Providing this information about a staff member who has died by suicide will contribute towards identifying factors that may be improved for the safety of all NHS staff and perhaps prevent future deaths.</p>
<p>Information to be collected</p>	<p>We will ask you for the age category, sex and ethnicity of the person and the method of suicide. We will ask for information on work-related factors such as their job role, any periods of absence, workplace stresses and if they were the subject of any investigations or complaints. We will also ask for information on their physical health, mental health and overall wellbeing. We appreciate that some information could be unavailable or unknown and</p>

	<p>have therefore included a ‘not known’ response option. We ask that you complete this questionnaire on the basis of information from HR employee records and informal knowledge that you may have of the individual that is not currently recorded. The questionnaire will remain open until you submit a response or close your web browser. If you exit the questionnaire, you will not be able to resume the same response. You may wish to collate this information prior to opening the questionnaire link. We ask you not to provide any information that might identify you or someone else.</p>
Legal basis	<p>We are collecting and storing this information in accordance with data protection law which protects your rights. These state that we must have a legal basis (specific reason) for collecting this data. For this dataset, the specific reason is that it is “a public interest task” and is in the “legitimate interests of a third party” in this case NHS England, to ensure the safety of its staff.</p>
Rights	<p>You have a number of rights under data protection law regarding your personal information. For example, you have the right to ask for personal information you believe we may hold about you. If you would like to know more about your rights or the way we use your personal information to ensure we follow the law, please consult the University of Manchester Privacy Notice for Research Participants.</p>
Confidentiality	<p>We ask you <u>not</u> to provide any information that might identify you or someone else. For example, <u>please do not</u> write the name of the person who died in any free text responses. The information you provide should remain anonymous and responses will be treated as confidential.</p> <p>In accordance with data protection law, The University of Manchester is responsible for making sure your personal information is kept secure, confidential, and used only in the way you have been told it will be used. All researchers are trained with this in mind, and your data will be looked after in the following way:</p> <ul style="list-style-type: none"> • Questionnaire responses will remain anonymous and individual responses will be treated as confidential, no attempts will be made to identify the individuals concerned;

	<ul style="list-style-type: none"> • We will not ask for your contact details and your IP address will not be saved • The questionnaire will be hosted on a University of Manchester-approved survey platform and responses will be downloaded to an isolated server that hosts an isolated network (i.e. the server is not connected to any other network or to the internet). Only authorised members of the data collection team directly involved with this work will have access to the information you provide. Any data shared with NHS England for the purpose of this programme will be pseudonymised. We are required by the University to store data securely for 5 years, after which it will be destroyed.
Upsetting issues	<p>Should you become upset during or after completing the questionnaire, we urge you to seek support. You may find the following support resources and information helpful if answering any of our questions does upset you or cause you distress.</p> <p>  AtaLoss.org - UK bereavement signposting and information site. </p> <p>  Finding the words (Support After Suicide Partnership) How to support someone who has been bereaved and affected by suicide. </p> <p>  NHS employee suicide: a postvention toolkit to help manage the impact and provide support </p> <p>  Postvention guidance. Supporting NHS staff after the death by suicide of a colleague </p>
Complaints	<p>If you have a concern about any aspect of this questionnaire or a complaint that you wish to direct to a member of the NCISH team, please contact Jodie Westhead (Research Associate, NCISH) on 0161 275 0700, or by emailing jodie.westhead@manchester.ac.uk.</p> <p>If you wish to make a formal complaint to someone independent of the NCISH team or if you are not satisfied with the response you have received from the researchers in the first instance then please contact: The Research</p>

	<p>Ethics Manager, Research Office, Christie Building, The University of Manchester, Oxford Road, Manchester, M13 9PL, by emailing: research.complaints@manchester.ac.uk or by telephoning 0161 306 8089.</p> <p>If you wish to contact us about your data protection rights, please email dataprotection@manchester.ac.uk or write to: The Information Governance Office, Christie Building, The University of Manchester, Oxford Road, M13 9PL and they will guide you through the process of exercising your rights. You also have a right to complain to the Information Commissioner's Office about complaints relating to your personal identifiable information, by telephoning: 0303 123 1113.</p>
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