

# Suicide by NHS staff: a national data collection to inform prevention

Standard Operating Procedure

May 2025

## Introduction

NHS England have asked the National Confidential Inquiry into Suicide and Safety in Mental Health (NCISH) to establish a comprehensive data collection on all NHS staff who die by suicide. the purpose of this data collection is to record the number, characteristics and contributory factors associated with staff deaths within the NHS across England.

Access to timely data on suicide by NHS staff is crucial to identify common workplace and support factors that could be modified for the safety of NHS staff, and to help prevent future deaths. Organisational knowledge of these tragic deaths can also inform timely bereavement support for colleagues.

## Scope

This prospective data collection is employer based and will include staff employed by NHS acute and mental health trusts. We will initially gather information about doctors, nurses and allied health professionals who died by suspected suicide. We recognise the devastating impact that suicide has on colleagues, families and friends. We have resources available to support Trusts with this data collection and their own suicide prevention strategies.

On becoming aware of the death of a staff member by suspected suicide, the person identified to be the key contact for this data collection should complete and submit an online questionnaire. We do not request names, dates of birth or dates of death, and ask that you do not include identifiable information. We acknowledge that some variables are sensitive and carry a risk of re-identification, and so we treat this data as pseudonymised. Information provided for this data collection will be kept safe and secure under strict data management controls.

We request that you complete a questionnaire for any death by suspected suicide by doctors, nurses and allied health professionals from January 2024 until April 2026. Ethical approval to establish this data collection has been granted by the University of Manchester Research Ethics Committee (REF: 2025-22448-40733).

## Procedure



### Step 1

NCISH contacts the Chief Executive at the Trust to identify a key point of contact in HR or Employee wellbeing to assist with this data collection

### Step 2

NCISH provide the key contacts with information about the NHS staff suicide data collection, what information will be requested and how to complete a questionnaire



### Step 3

NCISH seek Information Governance approvals for the data collection

### Step 4

Key contacts complete an online questionnaire when notified of a death by suspected suicide of a doctor, nurse or allied health professional in their Trust between January 2024 and April 2026.



## Resources and support

We have a dedicated programme [webpage](#) to provide further information on this data collection along with useful resources such as information on supporting staff following the loss of a colleague and existing evidence on suicide in healthcare staff.

Our detailed [information sheet](#) outlines what information is being requested. A '[Frequently Asked Questions](#)' document is also available. Please contact [ncish@nhs.net](mailto:ncish@nhs.net) if you have any further questions.

NCISH will provide each NHS Trust Information Governance and/or Research and Development departments with a programme pack for this data collection to ensure approvals are in place. Key contacts in HR will be notified once approvals are in place to begin this data collection.