



Monday Preconference Workshop Session 3

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The Suicidal Employee: Managing Real Issues and Real Risk with Practical Solutions

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2019 DMEC Annual Conference


 

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Learning Objectives

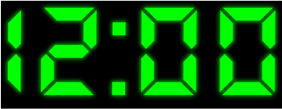
Participants will be able to:

1. Describe the problem and impact of suicide on the work environment.
2. Identify warning signs and behaviors that signal a person may be at risk for suicide.
3. Discuss ways to respond to an individual who is at risk for suicide.
4. Create a strategy to develop an effective suicide prevention plan in your work setting.



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In the United States, every...



Globally, every 40 seconds....



#hatterstick - 503975648



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What is Suicide?




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Attempted Suicides



Attempted Suicides

Suicide



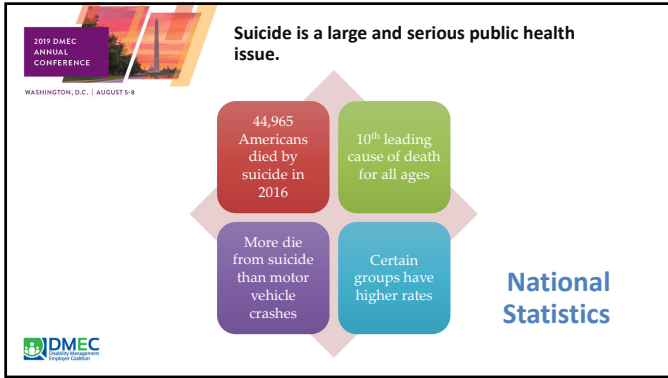
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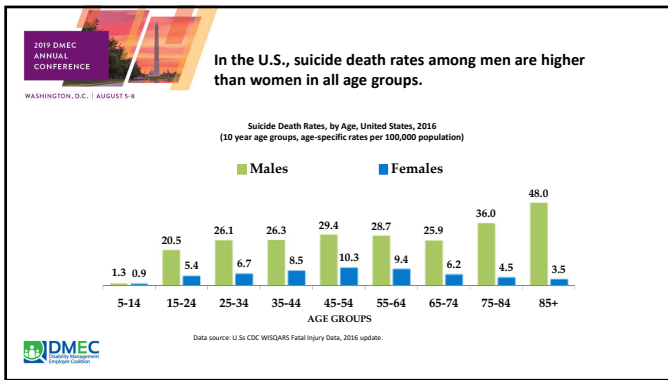
What are the Consequences?

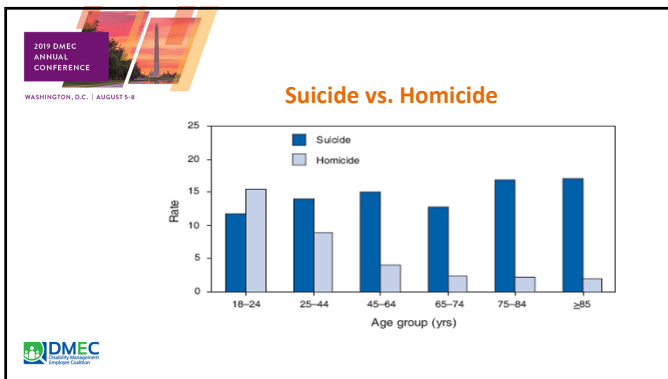
-  LOST LIFE!
-  Devastating for family, friends, co-workers
-  Affect the health of others and the community
-  Economic consequences
-  Fear and inaccurate information



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National Occupation Statistics

Men in high skill and high stakes occupations are almost 1.5 times more like to die by suicide (Business Insider).

People in occupations requiring no education after high school are more at risk for suicide.

Construction industry is at highest risk for suicide.



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National Occupation Statistics


The occupational groups with the highest rates of suicide for men were:

Construction and extraction	Arts, design, entertainment, sports and media	Installation, maintenance and repair
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For women, they were:

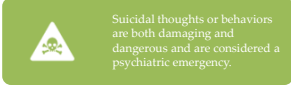
Arts, design, entertainment, sports and media	Protective service	Health care support
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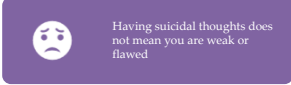



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What Are Suicidal Thoughts?

 A sign that a person is suffering deeply and needs treatment

 Suicidal thoughts or behaviors are both damaging and dangerous and are considered a psychiatric emergency.

 Having suicidal thoughts does not mean you are weak or flawed



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Many more think about or attempt suicide and survive.

1.3 million adults have attempted	2.7 million have had a plan
9.3 million have had suicidal thoughts	836,000 ER visits due to self-inflicted injury per year

Staggering Statistics

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Why isn't suicide talked about more?

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Myth vs. Fact

Talking about suicide will lead to and encourage suicide.	Suicide only affects individuals with a mental health condition.	Once an individual is suicidal, they will always remain suicidal.
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Myth vs. Fact

- Most suicides happen suddenly without warning.
- Anyone can learn to help someone who is struggling with thoughts of suicide.
- Someone who is suicidal is determined to die.

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Framing Suicide Risk

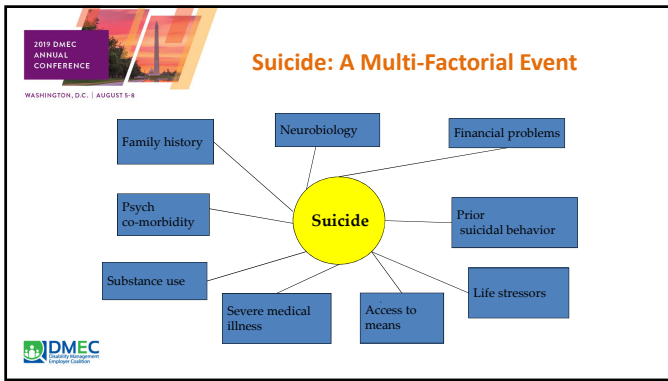
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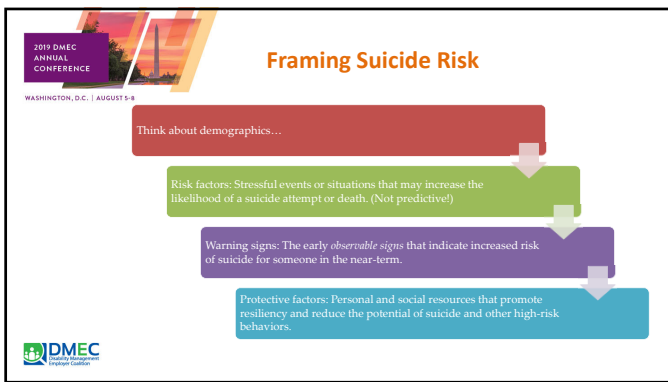
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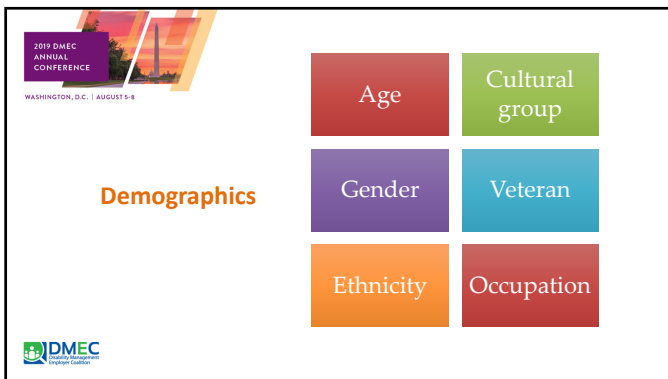
Illness-Wellness Continuum

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Risk Factors: Static (unchanging)

Prior suicide attempt	History of abuse, neglect, trauma	History of mental health issues
Chronic disease and disability	Family history	

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Risk Factors: Acute (modifiable)/ Potential Warning Signs

Suicidal statements/expressions	Feelings of hopelessness, failure	Current mental health issues	Mood/behavioral changes
Minimal/unresponsive to supports	Increased alcohol or drug use	Sleep disturbance	Social isolation

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Potential Triggers

Recent loss or major life change	Recent suicide(s) in family/community	Recent arrest/incarceration
Financial problems/job loss	Relationship break up/rejection	Acute mental illness

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More Imminent Warning Signs


- Preparatory behaviors
- Mood shift
- Recent major crisis
- Accessing a means to do it



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Protective Factors

- Effective behavioral health
- Connectedness
- Life skills
- Sense of purpose and value
- Beliefs that discourage suicide
- Supports
- Safe environment



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Promoting a Healthy Workforce and Responding to Suicide Risk



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How Prepared is Your Company?

- Do you have a workplace suicide prevention program?
- What policies and procedures do you have for an employee at risk or in crisis?
- Do you have a plan for after a suicide attempt or death?
- Do you have EAP or mental health contact info visible at your workplace?
- Do you provide education or training on mental health, suicide prevention?
- Do you have specialized suicide prevention training for HR, managers and EAP providers?
- Do you have a culture of caring?

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Effective Suicide Prevention

Suicide Prevention Resource Center

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Strategic Planning

- Describe the problem
- Choose long-term goals
- Identify key risk and protective factors
- Select or develop interventions
- Plan
- Implement, evaluate and improve

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Keys to Success

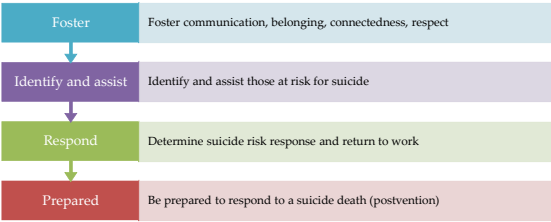


- ENGAGING PEOPLE WITH LIVED EXPERIENCE
- PARTNERSHIP AND COLLABORATION
- SAFE AND EFFECTIVE MESSAGING AND REPORTING
- CULTURALLY COMPETENT APPROACHES
- EVIDENCE BASED PREVENTION

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Comprehensive Approach




- Foster** Foster communication, belonging, connectedness, respect
- Identify and assist** Identify and assist those at risk for suicide
- Respond** Determine suicide risk response and return to work
- Prepared** Be prepared to respond to a suicide death (postvention)

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3 Basic Intervention Steps



- 1) Show You Care—listen carefully—be genuine**
"I'm concerned about you . . ."
- 2) Ask the Question—Be direct, caring and non-confrontational**
"Are you thinking about suicide?"
- 3) Get Help**
"You're not alone. Let me help you."


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RTW considerations following suicide risk-related leave


- Has a doctor cleared the employee?
- FFD evaluation needed?
- Accommodations appropriate?
- Partner with EAP or OCC Health Professional



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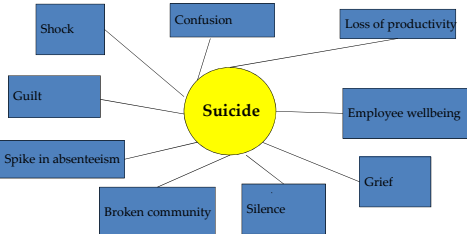
Postvention in the Workplace

Postvention is psychological first aid, crisis intervention and other support offered after a suicide to affected individuals or the workplace as a whole.



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Suicide and the Workplace



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10 Action Steps for Dealing with the Aftermath of a Suicide

Immediate: Acute Phase	<ul style="list-style-type: none">1. Coordinate: Contain the crisis.2. Notify: Protect and respect the privacy rights of the deceased employee and their loved ones.3. Communicate: Reduce the potential for contagion.4. Support: Offer practical assistance to family.
Short-Term: Recovery Phase	<ul style="list-style-type: none">5. Link: Identify and link impacted employees to additional support resources and refer those most affected to professional mental health services.6. Comfort: Support, comfort, and promote healthy grieving of the impacted employees.7. Restore: Restore equilibrium and optimal functioning in the workplace.8. Lead: Build and sustain trust and confidence in organizational leadership.
Longer-Term: Reconstructing Phase	<ul style="list-style-type: none">9. Honor: Prepare for anniversary reactions and other milestone dates.10. Sustain: Transition postvention to suicide prevention.

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Remember....

- Suicide is preventable
- Understand your work setting and develop a suicide prevention plan
- Know the basic steps to follow if someone is suicidal
- Goal is Zero suicide

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Questions

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Subjective Opinions of Certified Practitioners
