

**UNIVERSITY OF
CAMBRIDGE**

Occupational Health and
Safety Service

Services and support available within the University

July 2019

Michelle Reynolds

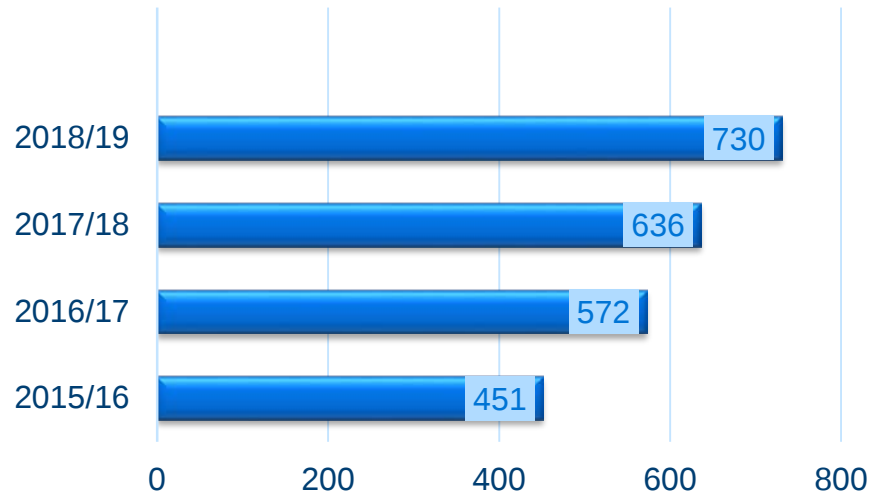
Head of the Staff Counselling Service

The Staff Counselling Service

- Formed in 2000
- Offers a range of services to support all grades of staff in the university, **all completely free of charge and confidential**
- The Service is staffed by professionally accredited, and widely experienced Staff Counsellors
- 636 staff referrals in 2017/18. 70% of those surveyed reported the issues that they brought to counselling interfered with their capacity to work
- 80% of those reported counselling helped them remain in work

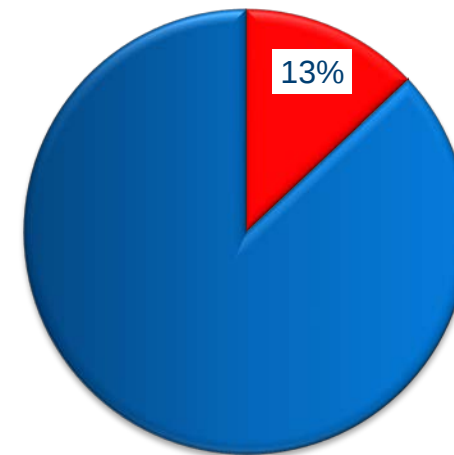
STAFF COUNSELLING SERVICE - STATISTICS

No. Referrals received



The projected figure for 2018/19 equates to approximately 6% of the workforce

'Red Flag' clients



13% of all referrals are 'Red Flagged'. That is 'clients of concern' such as suicidal ideation, domestic abuse or child protection issues

What do we offer?

- **To Individuals:**
- 1-1 short- term counselling
- Wellbeing Groups
- Stress and Anxiety Management Tools Groups
- Mindfulness Groups

What sort of Person uses the service?

- The service is available to all grades of University staff
 - All grades of university staff use the service!
 - People like you and me
-
- **Approximately 1 in 4 people in the UK will experience a mental health problem each year [MIND]**

What issues do they bring to counselling?

Depression and Anxiety the most common

Others include:

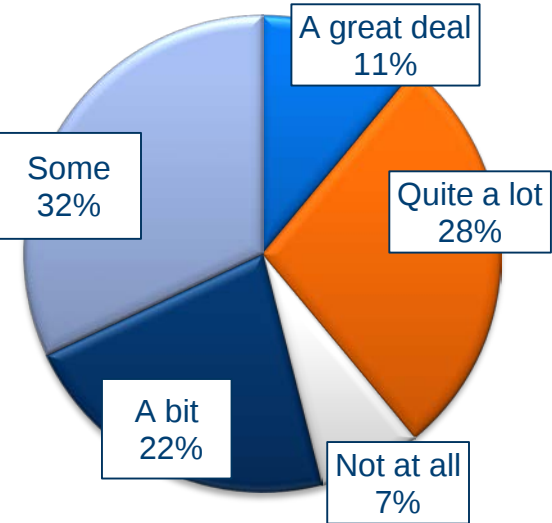
- Workplace issues
- Relationship difficulties
- Bereavement
- Managing change
- Abuse
- Trauma

How does counselling help?

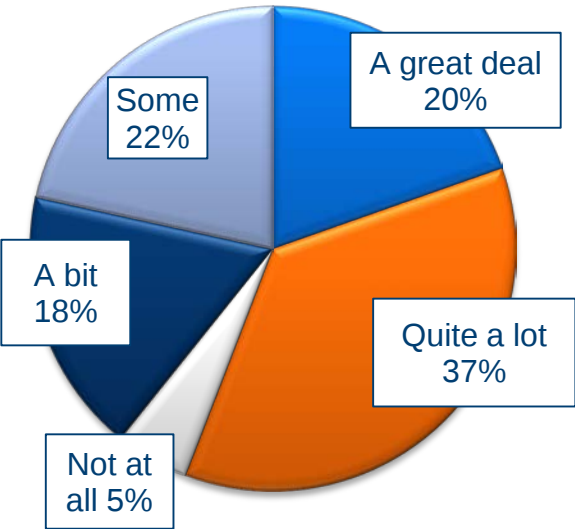
- Talking and being really listened to in a confidential and supportive setting by an independent and non-judgemental professional can be really helpful
- Seeing things from a new perspective
- Establishing priorities
- Questioning assumptions (I'm no good at.....I'll never be happy....)
- Identifying areas where change is possible
- Developing skills & communication
- Improving self-confidence strategies

STAFF COUNSELLING SERVICE – SURVEY OUTCOME

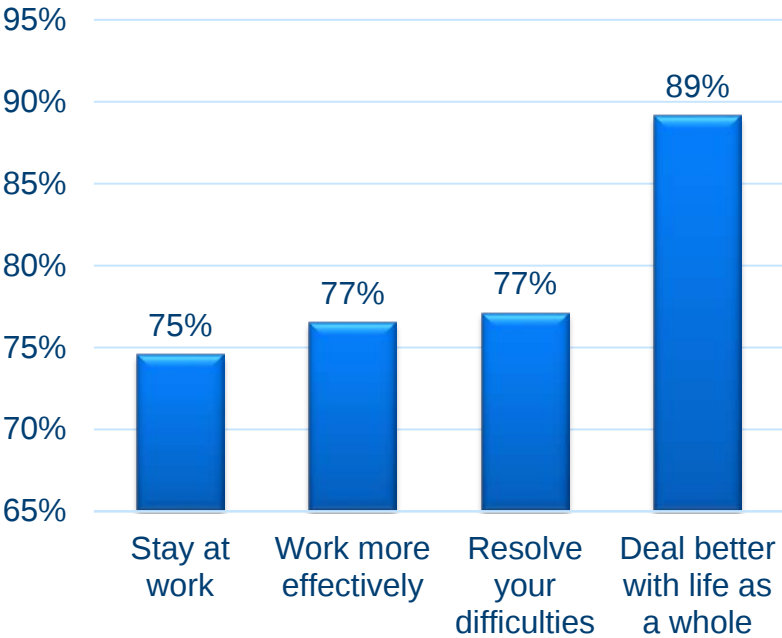
To what extent did any of the issues which you brought to counselling interfere with your capacity to work?



Were you better able to work with the help of counselling?



Counselling helped me...



Workshops and Training

- Stress – A Managers Responsibility
- Stress in the Workplace
- Beat Stress and Live Well
- Relaxation Workshops
- Stress & Anxiety Group
- Wellbeing Group

To Specific Groups

Reflective Practice Groups for:

Departmental Administrators

Human Resource Advisors

Dignity @ Work

Mediation Services

Referral Options

- Self referral via secure online form
- Referral from Occupational Health
- Referral from Human Resources Advisor

SUPPORT SERVICES FOR UNIVERSITY STAFF – WORKING TOGETHER



**Festival of
Wellbeing**

WellCAM

*our*cambridge

Staff in Distress - information for HR, Managers, Wellbeing Advocates & Mental Health First Aiders



<https://staff.counselling.cam.ac.uk/>

Staff Counselling Service

- Home
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Quick Links

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- [Student Counselling](#)

Other Links

Arranging Counselling - University staff



[Read more](#)

Upcoming events

Relaxation Session - Festival of Wellbeing

Jun 26, 2019
Clinical School, Seminar Room 11

Relaxation Session - Festival of Wellbeing





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