

The Rail Mental Health and Wellbeing Framework

Summary

122,170

Working days lost to mental ill-health in the rail industry annually



94%

of frontline staff experienced workplace abuse



296

public fatalities on the railway



33-42bn

Yearly cost to UK employers due to poor mental health



25%

experiencing physical assaults



Issues relating to mental wellbeing within the rail industry are complex, so it's critical that our approach to them is structured and evidence based. RSSB's mental health and wellbeing framework helps companies working in the rail industry to navigate the challenges of managing workforce mental wellbeing.

It includes details of our comprehensive Toolkit, which provides practical resources to help you implement the framework. Together with case studies from leading organisations within the industry, these will enable you to lead a comprehensive mental health and wellbeing strategy, within your organisation.

How it works

The Framework ensures that a rounded support structure is created, covering Preventive, Proactive, and Reactive activities. It aligns with standards set out in the government commissioned report, *Thriving at work review of mental health and employers*, by Dennis Stevenson and Paul Farmer. In conjunction with our Toolkit resources, it should act as a go-to-guide for your organisation to use and adapt to ensure you have a holistic approach.

Tools to create your company's strategy

Our Toolkit will provide you with resources for the areas outlined in the framework, allowing you to create your own mental health and wellbeing strategy. Tools include a Line Manager's Resource, Trauma Guidance, Mental Health Factsheets, and Guidance on Commissioning Mental Health Services for the workplace. The knowledge resources are available to members for free and can be accessed and downloaded via the dedicated members area of the RSSB website. Specific training, including line manager training, and consultancy can be commissioned by companies, to build upon and help implement these resources.

What members are saying

"RSSB's technical specialists have a unique understanding of mental wellbeing in the rail industry and are continuously engaged in further research and development in the field. Their psychologists sit within a wider health and wellbeing team, allowing for a holistic approach."

Siemens Mobility Limited

To get up to speed on health and mental wellbeing, visit [rssb.co.uk/health-and-wellbeing-framework](https://www.rssb.co.uk/health-and-wellbeing-framework)



A Better,
Safer
Railway