



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
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Dublin North East/Dublin Mid-Leinster/South/West

HSE HR Circular 003/2013

22nd January 2013

**To: Each Member of Management Team HSE
Each Regional Director of Operations
Each Assistant National Director, HSE
Each Employee Relations Manager, HR, HSE
Each Occupational Health Physician
Each Employee Assistance Manager**

cc: Each HR Manager Voluntary Agency/ Hospital

Re: HSE Policy for Preventing and Managing Critical Incident Stress

The HSE believes that our employees are our most important asset in the delivery of high quality health and social services. The Safety, Health and Welfare At Work Act (2005) states that we have a duty of care and must do what is reasonably practicable to provide a safe working environment for all our employees. We recognise that workplace stress is a health and safety issue and it is important to identify and reduce workplace stress.

Providing support to employees who may be exposed to critical incidents in the course of their work is part of a continuum of care that the HSE seeks to provide to all its employees. To assist with this responsibility, I am pleased to attach the **(HSE) Policy for Preventing and Managing Critical Incident Stress** for use following exposure to a critical incident or traumatic stressor. This Policy is also an integral part of our overall workplace stress policy, **Prevention and Management of Stress in the Workplace** and should be read in conjunction with it.

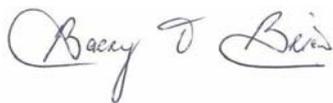
The policy, which has been agreed with the health services trade unions through the National Joint Council, should be read in conjunction with the HSE Corporate Safety Statement. Line Managers must ensure that they are aware of the range of employee support services available and how to refer employees to them and ensure that all employees are aware of the Policy and have access to a copy.

The policy is available on the intranet at:

http://www.hse.ie/eng/staff/Resources/hrppg/Policy_for_Preventing_and_Managing_Critical_Incident_StressDecember_2012.pdf

Queries in relation to any aspect of the policies should be directed to your Regional HR Department.

Yours sincerely



Barry O'Brien
National Director of Human Resources