



National Audit Office

The UK's independent public spending  
watchdog

Switchboard +44 (0)207 798 7000

Direct Line +44 (0)207 798 7264

Email [FOI@nao.org.uk](mailto:FOI@nao.org.uk)

Reference FOI-1845

Date 13 August 2025

## SUICIDE POLICY AND PROCEDURES

Thank you for your FOI request dated 17 July 2025 where you asked specifically for “all departmental policies and procedures related to suicide prevention. Specifically, what actions are line managers expected to take if an employee reports feeling suicidal or is suspected to be at risk of suicide? Additionally, are there any established policies or procedures that guide the department’s response if an employee dies by suicide and attributes their decision to work-related factors? If so, what follow-up actions are undertaken?”

We have considered your request under the terms of the Freedom of Information Act 2000 (FOIA). I am providing you with the following documents in response to your request and your questions.

- Mental Health First Aid Role Description
- Balancing Duty of Confidentiality with the Duty of Care
- Additionally, a chapter in the NAO’s HR manual which covers managing stress and the role of the line manager (amongst others) in preventing and managing stress. We are due to review and update it.
- Furthermore, the NAO has an Employee Assistance Programme (EAP) which provides free confidential, independent, professional information and emotional support to employees 24 hours a day. The EAP offers staff up to 6 sessions of face-to-face counselling where appropriate.

I hope this information is useful and you are happy with the way we have handled your request. If you are not happy with this response, you can ask for an internal review within 40 working days by writing to the NAO FOI Team at [FOI@nao.org.uk](mailto:FOI@nao.org.uk). If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The primary way of escalating your concerns to the Information Commissioner is at: <https://ico.org.uk/foicomplaints>.

Yours sincerely,

**FOI and Correspondence Manager**