



HM Revenue & Customs

Stephen Smith
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Date: 30 August 2018
Our ref: FOI2018/01819

Dear Stephen Smith

Freedom of Information Act 2000 (FOIA)

Thank you for your request, which was received on 14 August, for the following information:

“Referring to this link

<https://www.gov.uk/government/news/new-15-million-programme-to-help-train-mental-health-first-aiders>

I understand GOV departments now have mental health champions

Please can you let me know:

- 1) how many First Aiders specifically trained in mental health are employed by HMRC
- 2) what the ratio of staff to First Aiders
- 3) ratio of staff affected by mental health

I am interested in staff numbers and NOT personal information”

I have interpreted your request to mean data from August 2017 to July 2018.

I can confirm that the information requested is held by HMRC. The information is provided below.

Question 1

We currently have 131 employees specifically trained as Mental Health Advocates (MHAs) Nationally. They differ to Mental Health First Aiders in that they are not specifically trained in mental health conditions. They are trained to provide a confidential listening ear, support and signposting to both internal and external mental health support resources. They also raise awareness of mental health and encourage conversations to break down stigma via a range of mediums e.g. attendance at local HMRC wellbeing events.

Question 2

The July 2018 HMRC employee headcount is 63,460 and with 131 MHAs that is an approximate ratio of 1 MHA to 484 employees. The HMRC minimum target ratio is 1:500.

Question 3

It is not possible to provide a more precise ratio because not all occurrences of employees affected by mental health are reported. We have therefore used the best reliable source - sick absence data. In the year August 2017 to July 2018 there were 4,678 individual employees who recorded sick absence as a result of stress or other mental health issue. Using the July 2018 headcount of 63,460, the ratio is around 1 employee per 13.5 employees affected by mental health in that period.

If you are not satisfied with this reply you may request a review within two months by emailing foi.review@hmrc.gsi.gov.uk, or by writing to the address at the top right-hand side of this letter.

If you are not content with the outcome of an internal review, you can make a complaint to the Information Commissioner's Office (ICO). Instructions about this process are available at the following link: <https://ico.org.uk/concerns/>

Yours sincerely,

Freedom of Information Team