

Employers Showcase – Case Studies

Provide information about mental health and signpost to support services

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Siemens Rail Automation is a rail signalling company with over 1,700 employees across the UK. The Health & Wellbeing of our people is a core priority for the fundamental operation of the business so we can lead through safe, innovative and sustainable solutions.

We signed the Time to Change pledge in May 2017 as a part of our Mental Health Strategy.

We needed to emphasise the importance of mental health and we committed to raise awareness, fight stigma and treat mental health the same as physical health.

The company's **Occupational Health & Wellbeing procedure** was developed and uploaded to the business' management system early in the year, to highlight the services offered by the company to help ensure the health & wellbeing of our employees. To promote the use of our Employee Assistance Programme we organised **on-site visits from our EAP provider to all our major locations** and made their details available using pocket size cards spread across offices and depots.

Furthermore, Wellbeing Champions, alongside Mental Health First Aiders are placed across the company and act as primary point for any health and wellbeing related matters.

To help line managers prevent cases of ill mental health, and support them when dealing with health and wellbeing cases we produced a guidance pack addressing prevention & early intervention, including returning to work advice, supported by Time to Change materials.

Creating bespoke materials helped us show our commitment to de-stigmatizing mental health and made it more appealing for employees to utilise those sources. Bringing services to employees, rather than simply having them available, such as the **EAP visits**, or the **on-site Mental Health First Aiders** and **Wellbeing Champions**, allowed us to show our commitment to the topic encouraged greater usage of services.