

	<p>Please read the checklist for submitting comments at the end of this form. We cannot accept forms that are not filled in correctly.</p> <p>We would like to hear your views on the draft recommendations presented in the guideline, and any comments you may have on the rationale and impact sections in the guideline and the evidence presented in the evidence reviews documents. We would also welcome views on the Equality Impact Assessment.</p> <p>In addition to your comments below on our guideline documents, we would like to hear your views on these questions:</p> <ol style="list-style-type: none"> 1. Which areas will have the biggest impact on practice and be challenging to implement? Please say for whom and why. 2. Would implementation of any of the draft recommendations have significant cost implications? 3. What would help users overcome any challenges? (For example, existing practical resources or national initiatives, or examples of good practice.) 4. The recommendations in this guideline were largely developed before the coronavirus pandemic. Please tell us if there are any particular issues relating to COVID-19 that we should take into account when finalising the guideline for publication. <p>See Developing NICE guidance: how to get involved for suggestions of general points to think about when commenting.</p>
<p>Organisation name – Stakeholder or respondent (if you are responding as an individual rather than a registered stakeholder please leave blank):</p>	<p>Royal College Physicians and Surgeons of Glasgow</p>

Disclosure Please disclose any past or current, direct or indirect links to, or funding from, the tobacco industry.		None		
Name of commentator person completing form:		Dr Richard Hull FRCP Glas, Honorary Secretary with the assistance of experts in the field		
Type		[office use only]		
Comment number	Document [guideline, evidence review A, B, C etc., methods or other (please specify which)]	Page number Or 'general' for comments on whole document	Line number Or 'general' for comments on whole document	Comments Insert each comment in a new row. Do not paste other tables into this table, because your comments could get lost – type directly into this table.
1		General		<p>The Royal College of Physicians and Surgeons of Glasgow although based in Glasgow represents Fellows and Members throughout the United Kingdom. While this report is related to England, many of the recommendations are applicable to all devolved nations including Scotland. They should be considered by the relevant Ministers of the devolved governments.</p> <p>The College welcomes the draft guideline which is very welcome after 12 years since the previous one and aims to reduce mental stress and maintain employees' mental health in all occupations. While the College feels the guidance recommendations are a great start, encouraging employers to adopt them will be difficult. In particular, the NHS one of the largest employers in the UK does not have the best track record for assessing, maintaining and preventing lapses in mental health.</p>

				It might be appropriate for NICE to develop a strategy (perhaps with the Health and Safety Executive or organisations such as the Care quality Commission or Health Improvement Scotland for example as how this guideline should be implemented and certain high stress occupations targeted (eg Emergency services, the NHS and Armed Forces). It is notable that many of these care for others and yet often do not consider the health of their employees.
2		General		We welcome the links to resources to implement guidelines such as the link for the employee wellbeing snapshot survey. We welcome the recommendation about training of managers and tools to measure the impact of implementing wellbeing resources
3		5	13	Fostering a good work environment is key to maintaining employee mental health. Examples of good practice would be useful
4		6	8	This should also include adequate rest periods, rest areas, provision of food and beverages as appropriate, eg canteen facilities for night shifts.
5		6	17	With reference to a private facility for confidential discussions, can you give examples of this type of accommodation.
6		9	20	How would an organisation empower managers to make necessary adjustments to reduce workload/work intensity? This statement needs to back up by practical examples of how this could be done.
7		11	6	With respect to mindfulness, yoga and meditation, is there evidence to say it is effective?
8		12	10	Is there sufficient evidence that CBT, mindfulness and stress management is effective to give a blanket recognition? There is as the committee says little evidence of long-term effectiveness even if there is some evidence in the short term.

Checklist for submitting comments

- Use this comment form and submit it as a **Word document (not a PDF)**.
- Complete the disclosure about links with, or funding from, the tobacco industry.
- Include **page and line number (not section number)** of the text each comment is about.
- Combine all comments from your organisation into 1 response. **We cannot accept more than 1 response from each organisation.**
- Do not paste other tables into this table – type directly into the table.

Consultation on draft guideline – deadline for comments Friday, 29th October 2021 at 5pm

email: MWBatwork@nice.org.uk

- Ensure each comment stands alone; do not cross-refer within one comment to another comment.
- **Clearly mark any confidential information or other material that you do not wish to be made public. Also, ensure you state in your email to NICE that your submission includes confidential comments.**
- **Do not name or identify any person or include medical information about yourself or another person** from which you or the person could be identified as all such data will be deleted or redacted.
- Spell out any abbreviations you use
- For copyright reasons, **do not include attachments** such as research articles, letters or leaflets. We return comments forms that have attachments without reading them. The stakeholder may resubmit the form without attachments, but it must be received by the deadline.
- **We do not accept comments submitted after the deadline stated for close of consultation.**

You can see any guidance that we have produced on topics related to this guideline by checking [NICE Pathways](#).

Note: We reserve the right to summarise and edit comments received during consultations, or not to publish them at all, if we consider the comments are too long, or publication would be unlawful or otherwise inappropriate.

Comments received during our consultations are published in the interests of openness and transparency, and to promote understanding of how recommendations are developed. The comments are published as a record of the comments we received, and are not endorsed by NICE, its officers or advisory Committees.

Data protection

The information you submit on this form will be retained and used by NICE and its advisers for the purpose of developing its guidance and may be passed to other approved third parties. Please do not name or identify any individual patient or refer to their medical condition in your comments as all such data will be deleted or redacted. The information may appear on the NICE website in due course in which case all personal data will be removed in accordance with NICE policies.

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