



We are halfway through the summer holidays, undoubtedly a time that will have had impact on your teams, but we hope everyone is doing well and finding time to slow down, relax, and enjoy the sunshine.

Next month is World Suicide Prevention Day — a timely reminder of the urgent need to support mental health and wellbeing for everyone.

In the UK, healthcare workers face a heartbreaking reality: their suicide rates are 24% higher than the national average. This stark statistic reflects the intense physical and emotional demands placed on those who care for us day in and day out.

The healthcare sector experiences some of the highest rates of work-related illness, and the emotional labour carried by healthcare professionals weighs heavily on their mental health. Burnout, anxiety, and compassion fatigue have sadly become all too common.

It's clear that employers in healthcare must step up with support that goes beyond generic wellness programmes. Bespoke, compassionate strategies are essential — ones that truly meet the needs of individuals. This means:

- **Ensuring adequate staffing levels** to ease the relentless pressure

- **Providing accessible, responsive mental health resources** tailored to the workplace
- **Creating safe spaces** where honest conversations can happen without stigma
- **Training leaders** to recognise signs of distress and respond with empathy and action

Supporting healthcare workers in these ways not only sustains the vital care they provide but honours their incredible dedication and humanity.

These resources offer practical advice and compassionate support:

[Mind – Helping Your Organisation Prevent Suicide Practical guidance for employers on creating a supportive culture and preventing suicide in the workplace.](#)

[HSE – Suicide Prevention at Work Information for employers on their responsibilities around mental health and suicide prevention, plus links to practical tools.](#)

Big changes for umbrella companies – from April 2026

The Government has announced new legislation to tackle non-compliant umbrella companies — those that exploit workers or avoid paying the right tax.



From April 2026:

- Shared responsibility – Recruitment agencies (or the end client if no agency is involved) will be jointly responsible for ensuring PAYE is operated correctly.

- Clearer rules – A legal definition of “umbrella company” will be introduced, alongside tighter regulation.
- Fairer outcomes – The aim is to protect workers from surprise tax bills, support compliant businesses, and create a level playing field across the industry.

If you work with umbrella companies as part of your supply chain, now’s the time to review your due diligence and make sure you’re ready for the changes.

 [Read the Government update here](#)



CIPD Insights: Managing Conflict in the Workplace

Conflict at work is far too common—and often goes unresolved.

This insightful report from CIPD, [Managing conflict in the workplace](#), is well worth a read:

Key findings highlight a concerning disconnect:

- While 81% of employers feel confident handling conflict, only 36% of employees say their conflicts are fully resolved.
- Many organisations lean heavily on formal disciplinary or grievance procedures, which can feel distant, legalistic, and slow.
- Just one-third of organisations use early, informal interventions.
- Line managers are often seen as conflict solvers—but nearly half of employers acknowledge that managers sometimes cause conflict, rising to 61% in the public sector.

This reveals a clear gap between policy and practice. Formal frameworks exist, but they’re not consistently delivering meaningful resolution. So, what can we do?

- Act early: Use mediation and informal check-ins before issues escalate. Don't wait for conflict to blow up.
- Equip managers: Invest in training so line managers can recognise conflict, step in with empathy, and resolve tensions confidently and constructively.
- Create a conflict-positive culture: Encourage open dialogue, safe spaces for speaking up, and confidential channels or coaching. Policies matter—but culture matters more.

Conflict isn't the enemy—it's how we handle it that counts. When addressed well, conflict can build trust, clarity, and innovation. Ignored, it erodes engagement, mental health, and performance.

Let's close the gap between employer confidence and employee experience. Let's make conflict resolution proactive, people-centred, and timely.

Flexible Working Requests: A Case Study and the Law

Thursday 21 August 2025 | 2:00–2:30 pm BST | Online

Changes to flexible working legislation mean it's more important than ever for employers, managers, and HR teams to understand both the law and the practical realities.



This **free Acas webinar** will explore:

- The current legal framework and recent updates
- The Acas Code of Practice

- Real-life examples of flexible working
- Employer and employee rights and responsibilities
- A case study showing the impact of accepting or refusing a request

There's also a live Q&A so you can hear answers to common questions.

If you're looking to make sure your policies are compliant while supporting a flexible, inclusive workplace culture that boosts retention, satisfaction, and wellbeing, this is worth attending.

 **Register**

here: <https://register.gotowebinar.com/register/2332171263159384663?source=website>



Specialist Mental Health Training Introduced in Care Apprenticeship

A new apprenticeship programme has been launched, featuring a specialised pathway focusing on mental health. This initiative aims to equip care professionals with essential skills and knowledge to address mental health issues effectively.

By integrating mental health training into care apprenticeships, the programme seeks to enhance the quality of care provided in various settings. This development is significant as mental health awareness continues to grow, emphasising the need for well-trained professionals in this critical area.

Learn more [here](#).

Supporting Employees Facing Cancer

Cancer affects many people, including those in our workplaces. If an employee is managing cancer alongside their job, it's vital to offer understanding and practical support.



Working With Cancer is a UK-based organisation providing expert guidance and coaching to help employees and employers navigate this journey with confidence, care, and dignity.

You can learn more and access their resources at workingwithcancer.co.uk.

Remember, fostering a kind and supportive environment not only empowers those facing cancer but strengthens the whole team.

We'd love to hear from you:

What strategies have you found most effective in managing conflict at work? How can teams create space for honest, respectful conversations when tensions arise?

Thought for the month:

Supportive workplaces don't just reduce conflict—they nurture mental health by fostering trust, empathy, and open communication. When people feel safe to express themselves without fear of judgement, everyone benefits.

Further reading/watching:

 [Required and recommended policies for running a care service](#)

👉 [Employing disabled people with reasonable adjustments is often low-cost or cost-saving, boosts productivity, and creates a more inclusive, supportive workplace for everyone.](#)

Not sure what's working — or not — in your hiring strategy?

Book a free consultation with our team and discover smarter ways to attract and retain top talent

Warm wishes for the month ahead.



Connecting compassionate care providers with skilled professionals to build strong, values-aligned teams that enhance care quality and service outcomes