**Co-Creating a Healthier NHS**

Thank you for taking part in this survey – we appreciate that it has taken some time out of your working day and/or leisure time, so truly do appreciate it. I hope you realise that your contribution will make an important contribution to the main aim of the project, i.e. to design a stress management toolkit (and subsequent smartphone app) for your Trust.

We appreciate that stress in the workplace can be a problem for employees in the healthcare sector – in fact, research has shown that chronic workplace stress is related to physiological (Rosengren et al. 2004) and psychological health (Melchior et al., 2007), and is the number one cause of long-term sickness absence (i.e. that which lasts 4 weeks or more) in this country (CIPD, 2016). Stress also affects employee performance (Colligan and Higgins, 2005) and is costly in terms of presenteeism, intentions to leave the job, and poorer job satisfaction (Hayes et al., 2013). Stress management interventions which are employee-led and effective are highly sought-after and yet often lack a solid evidence base (Dimoff, Kelloway and Burnstein, 2016). This project, funded by the Economic and Social Research Council, therefore fills this gap.

By the end of this project therefore we will have developed, distributed, and evaluated a wellbeing toolkit co-designed by employees of your Trust for employees of your Trust. If we do reduce stress sickness absence in your organisation therefore, we will help to improve both employee and organisational health. A report of the findings from this survey will also be made available to all staff in the coming months.

While it is unlikely that taking part in this survey will have had any ill-effects on you, the topics that you have been asked about can be sensitive. If you find that you have been affected then please seek help from the [insert local arrangements], your GP, or NHS 111. Otherwise you could contact the lead researcher, Dr Jermaine Ravalier (contact details below) and he will provide assistance as necessary.

If for any reasons you decide that you would withdraw your data from this project then please contact Dr Ravalier on the email address below to have it removed and securely destroyed.

Thank you once again for your participation, and if you have any questions or any other issue please do contact Dr Ravalier:

[wellbeingresearch@bathspa.ac.uk](mailto:wellbeingresearch@bathspa.ac.uk)

01225 876616

*If you require advice about, or are worried about, the topics covered in this work, you may wish to discuss with the following bodies:*

[removed for anonymity]

MIND – information and support for better mental health  
Website: https://mind.org.uk/

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