

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	8th November 2018
Report of:	Chief Constable
Report Author:	Chief Inspector Shaun Ostle
E-mail:	shaun.ostle@nottinghamshire.pnn.police.uk Operational Wellbeing lead
Other Contacts:	
Agenda Item:	6

STAFF HEALTH AND WELLBEING

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an updated summary of the work being undertaken in relation to 'Health and Wellbeing' since the previous report, dated 7th September 2017.

2. Recommendations

- 2.1 It is recommended that the report is noted by the Police and Crime Commissioner for Nottinghamshire.

3. Reasons for Recommendations

- 3.1 To provide the Police and Crime Commissioner with an update on the current position.

4. Summary of Key Points

4.0 Health and Wellbeing

4.1 Health and Wellbeing Report Overview

The Health and Wellbeing of all policing professionals is essential to the safe and effective operation of the police service and in assisting Nottinghamshire Police in achieving its vision and objectives.

Since the previous report staff health and wellbeing has continued to be promoted within the organisation and anecdotal information shows that employees are more aware of wellbeing and that Nottinghamshire Police is placing more emphasis on the subject. This is apparent through discussions with colleagues in leadership roles and also through ad hoc contacts from employees who have approached key staff within the wellbeing arena, seeking help.

The Health and Wellbeing Board has now been established, chaired by the Deputy Chief Constable and meets on a quarterly basis. The Oscar Kilo Framework detailed in the previous report will continue to inform the Board on areas that require most development.

The Health and Wellbeing Working Group continues to meet and has driven some important and innovative developments, which are outlined later in this report.

4.2 Health and Wellbeing work to-date

Psychological illness continues to be an increasing problem for many in the UK and Nottinghamshire Police also sees significant levels of lost working days due to mental illness. Taking this into account, the focus of work has been directed towards psychological wellbeing. A number of initiatives included in last year's report continue to be employed, such as the MIND Blue Light Programme and psychological screening for staff. Having said this, since the Wellbeing agenda has been elevated within the organisation, absence due to psychological illness has shown a decrease (Appendix 1).

The below work streams are either additional to or ongoing since the submission of the previous report.

4.3 Ongoing and Future Initiatives

- A **Health and Wellbeing portal on the Force Intranet** contains information and signposting links to a range of support facilities. The new intranet, which has recently been launched, will provide additional benefits, such as:
 - Easier search facility
 - Allow people to see and contact peer-to-peer supporters
 - More frequent and informed management of content giving employees more confidence in its relevance
 - Each employee will have their own profile, so all those linked to wellbeing can outline their interests within
 - Employees can subscribe to the wellbeing section and will then receive automatic updates from the site
- ENABLE have commissioned a **Disability Survey** for all employees. The response rate to the survey was high when compared to other surveys conducted, with 291 surveys being completed. The results will be reported to the Force Health and Wellbeing Board and actions developed at this meeting.
- A **media and communications officer** has been allocated to wellbeing to ensure consistency of messages and information provide to employees.
- The Force has invested in a new '**PROUD to Lead**' programme. As part of this, there is a wellbeing and resilience workshop and to compliment this, employees will have access to a 'Spotlight on Wellbeing' questionnaire. This is a self-evaluation report that allows individuals to assess their own level of wellbeing. This will be available to all employees, not just those in a leadership role.
- The **Coaching and Mentoring programme** is now well established within the organisation and it is recognised that this is there for all members of staff and not just those seeking promotion. Although coaching is not counselling, a number of 'coachees' that have come into the programme have disclosed that they are suffering psychologically. The opportunity to disclose this confidentially has been therapeutic for individuals and also allowed for them to be signposted to professional services where necessary.

- A **‘Coaching for Line Managers Skills’ course** has been established and well-received by those volunteering to attend the inputs.
- **‘Connect 5’** training is a package providing knowledge and skills to help support someone with their mental health / wellbeing developed by Public Health England. This has been delivered as a trial to Public Protection supervisors and an awareness input to contact management. We have one person currently in force whom can train this and will be looking at options to deliver to supervisors to assist with one to ones.
- **‘Back Up Buddy’** app. This is currently in development with the app developer. It will be a free to download app from the apple and android stores for police officers. It will contain information about mental health and wellbeing as well as information on what support is available.
- **Remploy workshops.** Remploy offer mental health / wellbeing vocational support to anyone who is employed. We have promoted this service on the Intranet as an avenue for support. In addition to this REMPLOY agreed to provide regular drop-in workshops within Nottinghamshire Police to provide ease of access for staff for their services. A successful trial of this took place on 07/06/2018 and 14/06/2018 and all slots available were filled by staff. These are booked directly through the Remploy booking system, so the details of people using the service are anonymous.
- **Chief Inspector leads** have been allocated for both County and City policing areas. This will enable specific areas of concern to be identified and plans put into place to inform activity from the Force’s Wellbeing Working Group.
- **Mindfulness**

‘Mindfulness’ consists of techniques that can help people manage their mental health, or simply gain more enjoyment from life. It can help to:

- increase awareness of thoughts and feelings and manage unhelpful thoughts
- develop more helpful responses to difficult feelings and events
- feel calmer and able to manage stress better
- manage some physical health problem, like chronic pain

Over the past year, a number of mindfulness sessions were commissioned by the Force. All of the sessions were fully subscribed, if not overbooked. The feedback from employees attending those workshops was consistently excellent, with no criticism of the inputs. As a result of this, further workshops have been commissioned to be delivered in core officer training. Departments showing higher than average levels of psychological sickness have also budgeted for mindfulness training.

5. Financial Implications and Budget Provision

5.1 Financial implications that are considered within the work are:

- Cost of sickness absence
- Cost of wellbeing initiatives

6. Human Resources Implications

6.1 The resource implications are outlined in the main part of this report.

7. Equality Implications

7.1 Potential disability related claims.

8. Risk Management

8.1 Any risk management matters are outlined in the main part of the report and below in the appendices.

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 Improving police officer and police staff wellbeing is central to ensuring that we have a more sustainable and motivated workforce. This is clearly linked to the Police and Crime Plan priority, 'spending your money wisely'. Further improving the Force's efficiency and effectiveness through this work allows us to actively pursue all areas of policing and the Commissioner's seven priorities for tackling crime.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations in relation to this report.

11. Details of outcome of consultation

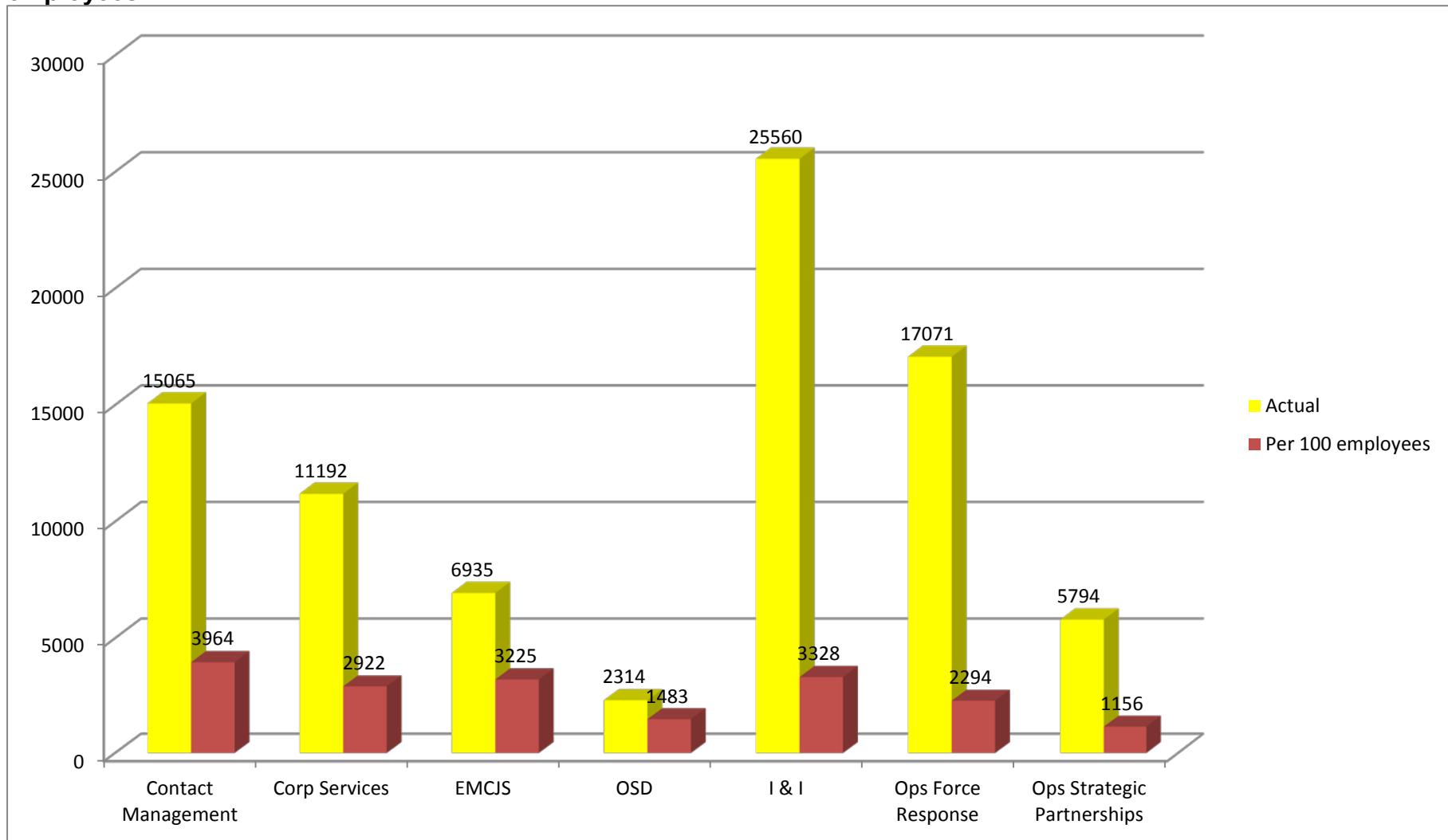
11.1 The Force's Health and Wellbeing Board and Working Groups have been established, which involves Staff Associations and Trade Unions.

12. Appendices

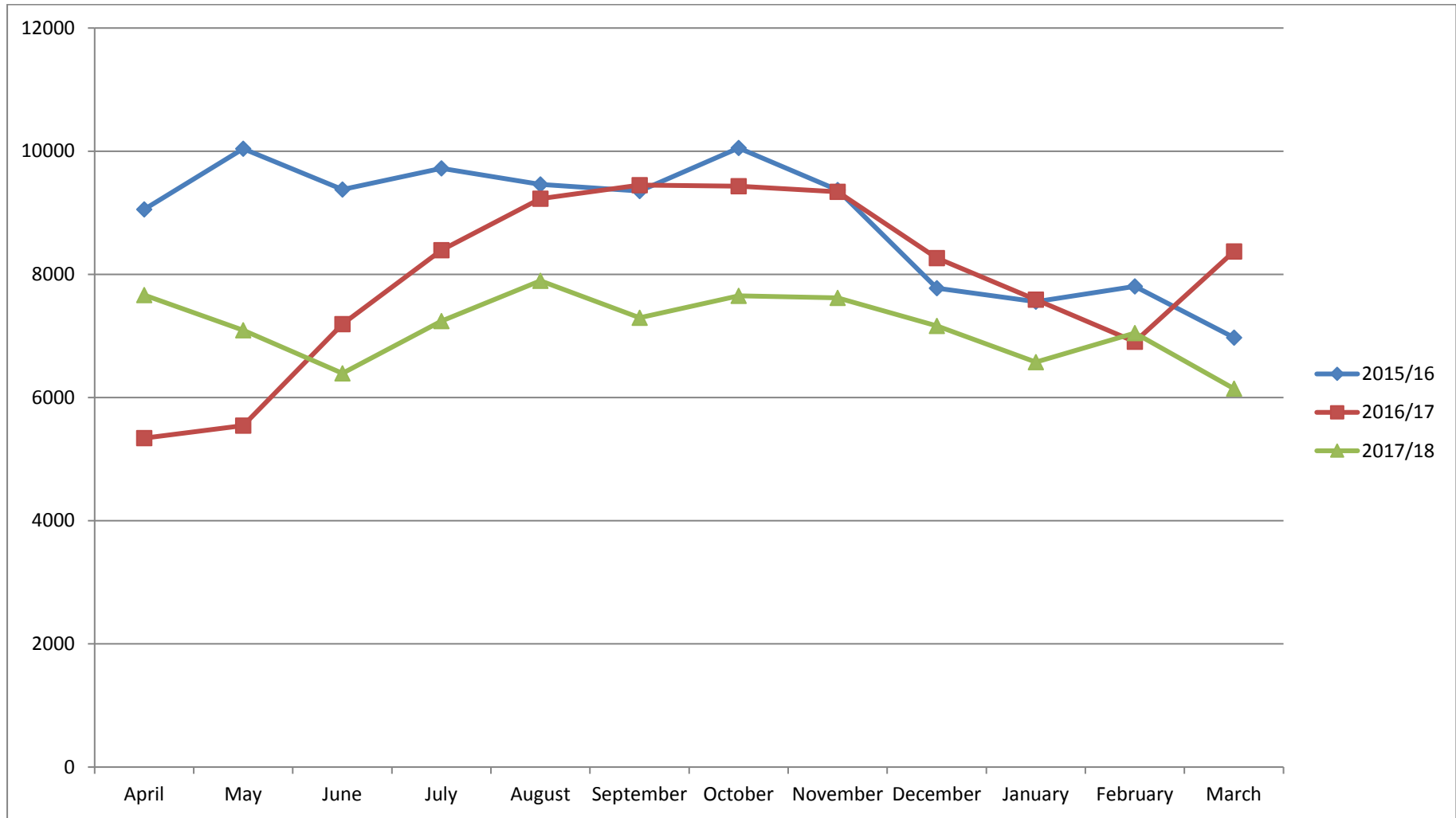
Appendix 1

This graph shows the last available data relating to working hours lost to psychological illness since 2015 and also outlines an improved position, albeit this category of sickness still accounting for over one third of the organisation's sickness.

Appendix 1: Absence (working hours lost) due to psychological illness 01/04/2017 to 31/03/2018. Actual versus per 100 employees



Working hours lost month by month for the last 3 years (psychological illness)



Total working hours lost to absence due to psychological illness is 83,931 for the period 01/04/2017 to 31/03/2018 (full year).
Average – 6994 hours per month.

Per 100 employees enables direct comparison between departments.

Contact Management top the table with 3964 working hours lost per 100 employees. Second are Investigations & Intelligence with 3328. EMCJS are third with 3225 hours lost per 100 employees.

This trend is constant throughout the year with the top 3 departments.

(All figures are taken from DMS)

In terms of the last 3 years data then a total of 287,385 working hours have been lost to absence which has been coded by the Line Manager as 'Psychological Illness'.

If we use a figure of £60 per hour cost to the organisation then this equates to £17,243,100.

The year on year figure (working hours lost) has seen a decrease over the last 3 years.

2015/2016 – 106,540

2016/2017 – 95,060

2017/2018 – 85,785

- *Caution should be exercised when interpreting this data and it should only be used as a general guide. Ideally, the data should be compared against total hours lost and hours lost to psychological illness; however, this comparable information is not available.*