



Meeting	SPA People Committee
Date	30 November 2022
Location	Virtual Conference
Title of Paper	Q2 Wellbeing Report
Presented By	Nicky Page, Temporary Deputy Director of People and Development Susan Beaton, Head of People, Health & Wellbeing
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to provide Members with oversight of Police Scotland Health and Wellbeing activity during Quarter 2 of Financial Year 2022/23.

Members are invited to discuss this report

1. BACKGROUND

- 1.1 The People Strategy launched in 2018 has the wellbeing of our people embedded within the strands of the strategy. Our people's wellbeing is now being considered across all processes and activities and although much has been achieved since the launch of 'Your Wellbeing Matters' to establish core systems and support, we must strive to further understand our people's needs. 'Your Wellbeing Matters' supports four key areas of wellbeing; Physical, Psychological, Social and Financial. The strategic aim of the 'Your Wellbeing Matters' programme, is to promote and embed an inclusive approach to Wellbeing within Police Scotland and the SPA, taking proactive measures and promoting good practice to ensure that our Officers and Staff feel informed, valued and supported. Below is an overview of recent activity within the health and wellbeing programme giving consideration to the areas within 'Your Wellbeing Matters'.

2. HEALTH AND WELLBEING (HWB) PROGRAMME ACTIVITY

HWB Communications and Engagement

- 2.1 Our Winter Flu Vaccination programme is running from 03 October to 31 December 2022, giving all our Police Scotland / Scottish Police Authority officers and staff the opportunity to claim back the full cost of their flu vaccine. Staff and officers who wish to receive the vaccine, are asked to make an appointment at their local or most suitable pharmacy and pay for their vaccine themselves in the first instance, requesting a receipt for the payment. After they have had their vaccine and have a receipt for its purchase, they can then claim for reimbursement through Scope expenses. The full cost of the vaccine can be reimbursed until 31 December 2022.
- 2.2 The HWB team have developed a Your Wellbeing Matters resource which highlights some of the key support pathways in place. The resource will be distributed to all Wellbeing Champions and Wellbeing SPOCs for further promotion. An example is provided below.



HWB Governance and Strategy

- 2.3 The Health and Wellbeing advisory group membership is now in place and nominations have been received from all from Local Policing, Specialist Divisions and Corporate Functions including SPA / Forensics. The group will also have staff association representation from the Scottish Police Federation (SPF), Association of Scottish Police Superintendents (ASPS), Unison, Unite, Scottish Police Disability and Carers Association (DACA), Scottish LGBTI Police Association, Christian Police Association (CPA), Supporting Ethnic Minority Police employees for Equality in Race (SEMPER), Scottish Women’s Development Forum (SWDF) and Retired Police Officers’ Association (RPOAS). The main business of the group is to consider and develop solutions ensuring that our work force feels supported, engaged and valued and has access to appropriate health and wellbeing services. The first meeting took place on 25 October 2022.
- 2.4 Op Unicorn saw the Health and Wellbeing (HWB) team step up its support of our officers and staff. During the Operation the team provided a HWB assessment of all operation activities, the development of operation HWB KPIs, a 24/7 Health and Wellbeing phone line and email, a comprehensive HWB communications plan and a HWB support toolkit. The HWB team are currently in the debrief phase of the operation which enable them to shape impactful support of future events and operations.

HWB Learning, Training and Development

- 2.5 Lifelines Scotland project training continues with SCD, Cybercrime (new starts), and SOLO coordinators and Line Management being the key focus areas during this quarter.
- 2.6 The HWB team are also working with C3 to identify barriers to the uptake of the Lifelines training which has been rolled out over recent weeks. C3 continues to report a high number of absences and Mental Health Referrals but this has not been replicated in the numbers attending the training offered. The HWB team will work with Lifelines Scotland to trial a new offering in the coming months.
- 2.7 The HWB team continue to adopt an evidence informed approach to training delivery, with PPCW and K Division identified as key target areas.
- 2.8 The Health and Wellbeing team continue to provide a series of Health and Wellbeing awareness sessions to a variety of areas within the organisations. The sessions cover topics such as TRiM, trauma, resilience and Health and Wellbeing awareness, self-care and supporting colleagues. An overview of delivery in the last quarter is provided below:
- 4 separate inputs to the North First Line Managers Operational Skills Day amounting to training for approx. 100 first line managers.
 - 4 separate inputs to the Roads Policing SIO conferences for approx. a total of 80 SIO's.
 - One SCD SIO course with a total attendance of 22 SIO's.
 - One Crime Scene Managers course with an attendance of 20 CSM.
 - Input to approx. 30 Death Reporters.
 - Input to 18 Family Liaison Co-ordinator's course.
 - Input to 12 SCD officers including officers directly involved in the Ukrainian War Crimes Investigations.

Wellbeing Champions Programme

- 2.9 The HWB team facilitated a number of group meetings involving wellbeing champions and wellbeing SPOCs to understand the current needs within the organisation in relation to the cost of living crisis. The group also discussed what we could do as an organisation to support our people and began to shape some ideas and information. A representative from Rewards and Benefit (R&B)

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also provided a comprehensive presentation to the group providing information and the benefits for officers / staff of using the ViVUp platform which could be disseminated back to Divisions and Departments. The cost of living meetings will continue to ensure the support provided aligns with the ever changing need.

Partnership Working

- 2.10 The Tri Service Health and Wellbeing Group, which is chaired by Police Scotland and consists of health and wellbeing leads from Police Scotland, Scottish Fire and Rescue Service and Scottish Ambulance Service met again in September. As a collaboration the group have agreed to explore 4 key themes, these include pre and post retirement support, mental health and suicide prevention, long term sustainability of HWB learning, training and development with particular focus on Last Aid and Lifelines.

Trauma Risk Management (TRiM)

- 2.11 It has been yet again a busy quarter for TRiM support. A critical incident in Skye on 10 August 2022 led to an immediate TRiM plan being put in place. This was led by TRiM Co-ordinator for N Division with wider support from the TRiM team within N Division. Referrals and support is ongoing at the present time with TRiM support was also provided to all officers and staff (7 in total) within C3 in Dundee involved in this incident and support continues.
- 2.12 An officer stabbing also leads to the development of a post incident Health and Wellbeing plan. The plan not only considered the support of the officers and staff involved but the immediate support of their families. TRiM and EAP information was disseminated across the teams and the TRiM referral and support processes were implemented. Our TRiM Lead will also be providing a face to face session with the team to discuss trauma, self-care and resilience

Optima Health

- 2.13 The Health and Wellbeing team continue to work with Optima Health to understand the data and identify a number of areas which require focus in 2022/23.

Occupational Health

- 2.14 903 management referrals were received in Q2 which is an increase of 10% compared to Q1 (819) 2022/2023. Of this, 90 referrals were rejected which at nearly 10% is an ongoing focus of the HWB

team. The team continue to delivery HWB awareness sessions which consider the timely and appropriate manner to making a management referral.

- 2.15 The Health and Wellbeing team have been working on some targeted communications during Q2, with the focus firmly on prevention. The team have promoted the availability of the Hep B vaccine and the Your Wellbeing Assessment (mental health MOT). This has resulted in a Q1 to Q2 increase in both the uptake of the vaccine and the distribution of the Your Wellbeing Assessment, see below. The HWB team will continue to track the progress of the Your Wellbeing Assessments.

	HEP B Vaccinations	Your Wellbeing Assessment
Q1 2022/2023	126	93
Q2 2022/2023	220	440
% Difference	75%	373%

HELP Employee Assistance Programme

- 2.16 The number of calls to EAP increased by 10% in Q2 (515) in comparison to Q1 (470) 2022/2023. 336 calls in Q2 were progressed to Mental Health Assessments which was a 23% increase on Q1 (274). This is in turn resulted in 218, nearly 65%, further referrals for counselling support.
- 2.17 The increase in EAP usage aligns with the work of the HWB team to promote the programme through a variety of communication channels, to include our monthly HWB Newsletter and our HWB awareness sessions. The HWB awareness sessions aim to increase the understanding of the support EAP can provide, both for individuals to make use of and as an offer of support to our colleagues. The team are working with Optima Health to ensure that any trends in activity inform the content of the awareness sessions and our proactive activity and communications.

Ill Health Retiral

- 2.18 The number of officers within the IHR process has progressed from 132 to 113 during Q2. This is supported by an overall reduction in the time waiting within the process from 21 months, for those that had stalled during the pandemic, to 12 months from time of referral in process to appointment with the Selected Medical Practitioner, with the entire process being completed, including required

commentary and approval from Police Scotland and the SPA in circa 15 months currently. During Q2 there have been 20 new SMP appointments, Optima Health and the Force continue to work to secure more availability to improve the process and timescales further still.

3. FINANCIAL IMPLICATIONS

- 3.1 There are financial implications associated with this paper, albeit funding has been secured, which allows for the continuation of the various ongoing projects and the further integration and mainstreaming of wellbeing across the organisation in a meaningful way.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no personnel implications in this report.

5. LEGAL IMPLICATIONS

- 5.1 There are legal implications associated with this paper in that Police Scotland requires to be compliant with the Health & Safety at Work Act 1974. There is direct correlation between an individual's wellbeing and their working environment. We must do everything reasonably practical to provide a safe and healthy workplace for our people.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this paper in that if Police Scotland do not continue to prioritise the wellbeing of our people then staff morale and public perception may be negatively impacted.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications in this report.

8. COMMUNITY IMPACT

- 8.1 There are no community implications in this report.

9. EQUALITIES IMPLICATIONS

- 9.1 There are no equality implications in this report.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the content of this report