

How do I know if I need help or what can affect me or others?

The job you do involves being subjected to situations that you may find difficult to cope with. That exposure can affect you and your colleagues in varying degrees, so an early intervention is of paramount importance. By seeking help and support regarding the situation, you can make a positive long-term difference to yours and others mental health.

Common signs and symptoms of being affected can include and are not limited to:

- Grief / anger / mood swings
- Detachment / shaking and crying
- Memory loss / lack of sleep
- Avoidance / isolation / depression
- Mood swings / agitation

Anniversaries of a death/serious injury, attending court or the service of gross misconduct papers can be stressful and impactful. If you experience a difference in your normal self, or others, please seek assistance and support. Most things that are happening to you and your colleagues has probably happened before and can be dealt with. The WSP is one way to begin the journey to getting fixed and a return to better health.

Remember that your local Federation is there to help and support you - so take the first step and get in touch today.

Notes section for appointments, contact details or things you wish to mention when seeking help.



Welfare Support Programme

FOR FEDERATION MEMBERS
AND REPRESENTATIVES

What is the Welfare Support Programme (WSP)?

The Police Federation of England and Wales' WSP offers our members access to professional support and advice on welfare issues. The WSP staff are fully trained in police discipline procedures and post incident procedures. They are certificated in mental health first aid and are here to listen to your concerns and help you to get the best support available that may assist you in dealing with your current situation.

Who can use this service?

Welfare support is available to all paying Federation members who are: -

- Part of a death or serious injury (DSI) at work that results in a post incident investigation (PIP)
- Suspended from duty
- Officer has been served with Gross Misconduct papers
- Federation reps
- Following a consultation with the PFEW & WSP team and it is decided that an officer needs being placed on the programme

In addition, the WSP is also available for

- Immediate family members
- Partners
- Any dependants of an officer who have been entered on to the programme by the Federation and WSP team.



Why would an officer or Federation rep use this service?

Stress and anxiety are part of everyday life and we all develop personal systems for dealing with them. Most of our coping systems come from our training and experience. However, being suspended from work and away from colleagues, or living with an officer experiencing these pressures, presents a new set of challenges. Therefore, we learn 'on the hoof' and sometimes don't create the best systems for dealing with this new pressure.

How do I access the WSP?

In the first instance you should contact your local Federation representative and seek support. Please note, referral to the WSP can only be via the Federation. If it is a medical crisis then please seek help from your GP or local NHS. Once you have been referred to the WSP they will make contact with you and ensure the appropriate support is provided and arrange ongoing assistance.

What else can be offered?

By engaging with the WSP and the local federation you may find that others have been or are going through a similar process. Peer support can help you and those close to you get through the tough times and reassure you that you are not alone.

Is it private and confidential?

Talking to someone about an issue is a key element in finding a solution. Our staff will listen to you without being judgemental and you can be safe in the knowledge that what you discuss with them will stay between you and them, unless it falls into the following categories where we cannot guarantee confidentiality: -

- You state or infer you are going to harm yourself or someone else
- You state or infer that you are going to or have done something to threaten national security
- You admit or infer your part in attempting, committing or about to commit a serious offence

Your employer should be informed of your situation as they have a legal responsibility to provide you with help and support. We would encourage you to engage with them as well as your local federation as they can offer alternative postings, shift patterns variations and internal occupational help facilities.