

Stress in the Police Service



HERTFORDSHIRE

CONSTABULARY

Supporting
Mental Wellbeing
in the workplace:
Our Commitment

A Nine-Point Plan

- 1** The organisation will sign up to the College of Policing and NPCC's Workplace Wellbeing Framework 'Oscar Kilo' ensuring there is commitment from all levels within the service.
- 2** All staff will have knowledge or awareness of the HSE's 'Stress Management Standards'.
- 3** Identify and understand the sources of stress within the organisation.
- 4** There will be effective measures to share sickness data.
- 5** Direct access to Chief Officers.
- 6** Breaking down the stigma of stress.
- 7** Ensure suitable training and empowerment of first line supervisors/managers and HR managers.
- 8** The organisation will provide suitable welfare support for officers.
- 9** The Police Federation will identify and train suitable advocates to support officers.



HERTFORDSHIRE
CONSTABULARY

Charlie Hall - Herts Chief Constable



Police Superintendents'
Association of England and Wales

Matt Nicholls - Herts Supt Association



Vojislav Mihailovic - Herts Police Federation