

## Welfare Van Policy

Welfare of officers at any scene is of vital importance and the welfare van will provide relief to those deployed at scenes or other operations/events for long periods of time. Welfare will always be the responsibility of the employer, but as your staff association we have taken these steps to try and assist.

The welfare van will be located at the Federation office in Whetstone and the keys will be in a key safe. The code will be regularly changed.

The van can be deployed during the day by contacting the Federation office. Out of office hours an on-duty Federation Rep should be contacted, and if none can be found the On-Call Federation official may be called. The request for a van must be authorised and made by a Sgt or Inspector overseeing the incident it is required for. Ultimately that **requesting individual and their NPA** will remain responsible for the van throughout its deployment regardless of if it is handed over to the next shift. This will ensure personal responsibility is taken and better care taken of our resource. If the van is returned in an unacceptable state of cleanliness or any breakages/faults are caused through lack of care, The Federation will invoice the responsible NPA (whether that be a cleaning or repair bill)

The primary objective of the welfare van is to provide a place for staff at scenes of incidents the ability to have a rest break from the scene/event with the necessary provisions of seating, microwave, toilet, wash facilities, food. It should **never** replace the return of an officer to the station or other venue for a proper rest break in the correct surroundings, in line with Police Regulations.

The welfare van is not to be used for general patrolling. However, it will be used by the Branch for engagement days such as pop up surgeries and Group Insurance/Medical scheme drop ins.

Whether an incident meets the threshold for on scene support will be dependent on many factors (see below).

### Factors to be considered when deciding if the welfare van is required

The duration of an event – Officers at scenes for long periods of time with no facility to return to the station due to distance. We will review any deployment after the initial 24hrs to check what ongoing welfare provisions have been put in place by the Force.

The Location of event - Remote locations in areas where no other venue is easy or convenient to take a break

Type of event – There are smaller scenes in many locations across the force area a great deal of the time. These should be managed locally with officers being able to return to the station for a break and it would not be expected that the van would be utilised in these circumstances.

Number of scenes in place and rotation of officers- If there are multiple scenes, the van can easily be moved around scenes to provide breaks.

Weather/time of night- Inclement weather/ cold conditions and also hot conditions may require more shelter/ rest than usual.

Ultimately the Federation has full discretion whether the van is to be deployed and can remove it from service at any point.

### Festivals/Events/Training days

There are some departments (TST, dog section) who are required to train in remote areas with limited/no access to rest facilities including a toilet. The van can be requested for such days, but a scene preservation/incident or pre-planned Federation business will always take precedence.

Deployment at events such as the Caribbean carnival will be at the discretion of the Federation and in this scenario, it is likely it would be staffed by a Fed Rep and utilised as an engagement point for officers as well as providing refreshment.

### Maintenance

The van is insured by Leicestershire Police. This is for ease of deployment so that any officer can collect and utilise it.

Repairs, MOT, service, tax etc will be arranged and paid by the Federation from our funds.

There are two 5 litre hot water flasks on board, hot drinks, and bottled water. The Federation will maintain the supply of drinks and bottled water for the initial deployment but will not return to the scene to regularly top up supplies.

There is a bespoke logbook in the van to be completed prior to its return to the Federation office. There is also an FAQ guide which explains how to work the heating, empty the toilet etc.

**On the completion of any deployment the van MUST have the toilet emptied, be cleared of any rubbish, and any faults or problems recorded in the logbook. The keys will be returned to the key safe. This will be completed without exception on every deployment.**

### To request the van

During office hours call 0116 218 3131.

Out of hours please put a call out over all radio channels for an on-duty Fed Rep and speak with them.

Out of hours if no Rep can be located the requesting Sgt or Inspector may request the On-Call number from CMD and speak with the on-call Rep. Their decision will be final.

### Examples of deployment requests

Officers attend an incident where a victim has serious injuries and a short scene will be required while they receive initial hospital treatment – the van would not be deployed in this scenario.

Officers attend a serious incident which will impact on the local communities and staffing for a number of days – the van would potentially be deployed and reviewed after 24hrs

Officers have been on a point/closures for some time and are asking for refreshment – in the first instance during the day, Ops Planning should be contacted to provide water etc. Out of hours we may consider this, but it would be dependent on other factors. All NPA's were recently provided with drinks flasks by the Federation and these should also be utilised in a situation such as this.

Officers are on a scene that will not be prolonged but would like the van to use the toilet – the van would not be deployed unless the location was some distance from a police station or suitable premises

The Force are aware of a large-scale event and would like the van to assist with officer welfare – we would consider a deployment with the van staffed by our Reps.