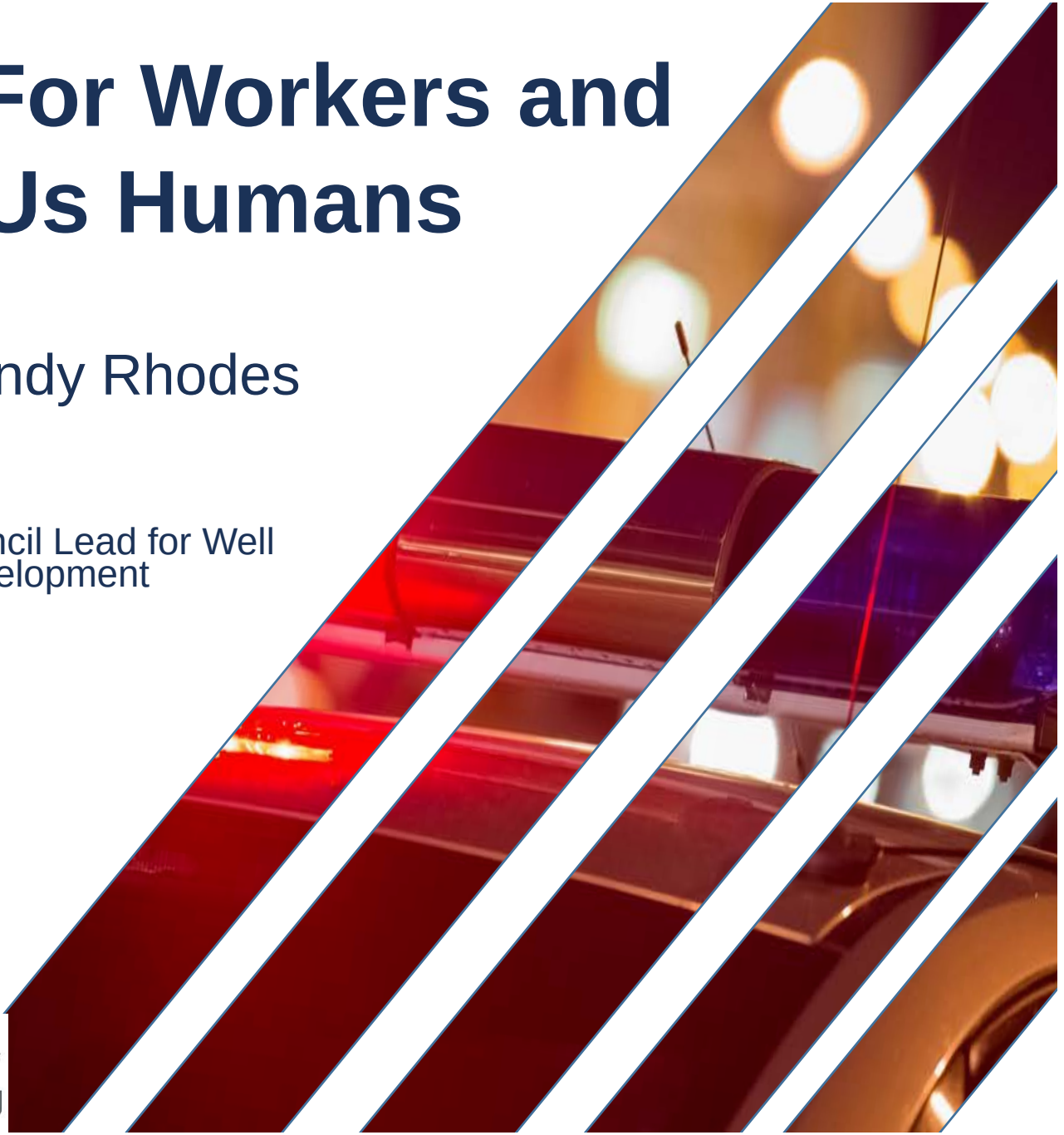
We Asked For Workers and They Sent Us Humans

Chief Constable Andy Rhodes QPM

National Police Chiefs' Council Lead for Well Being & Organisational Development

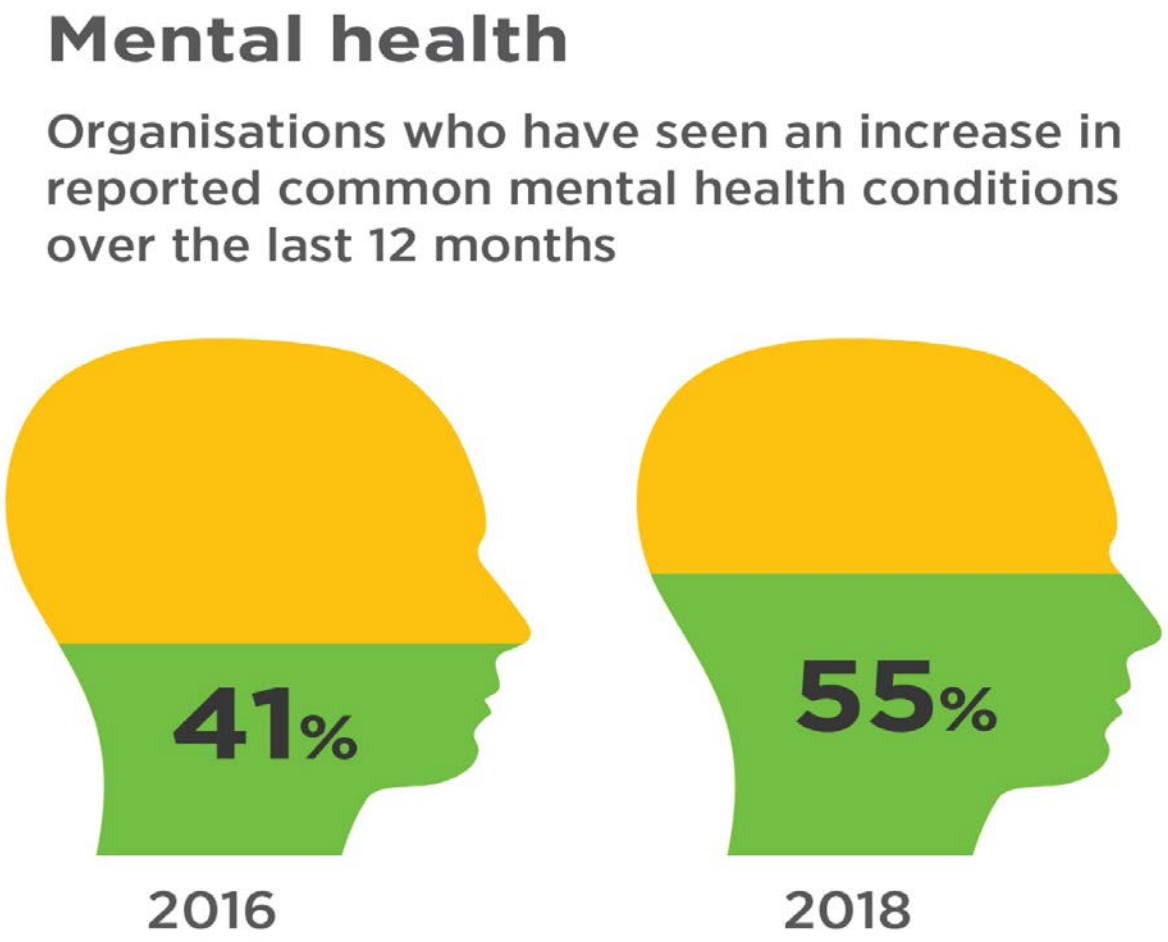


NPCC National Police Chiefs' Council

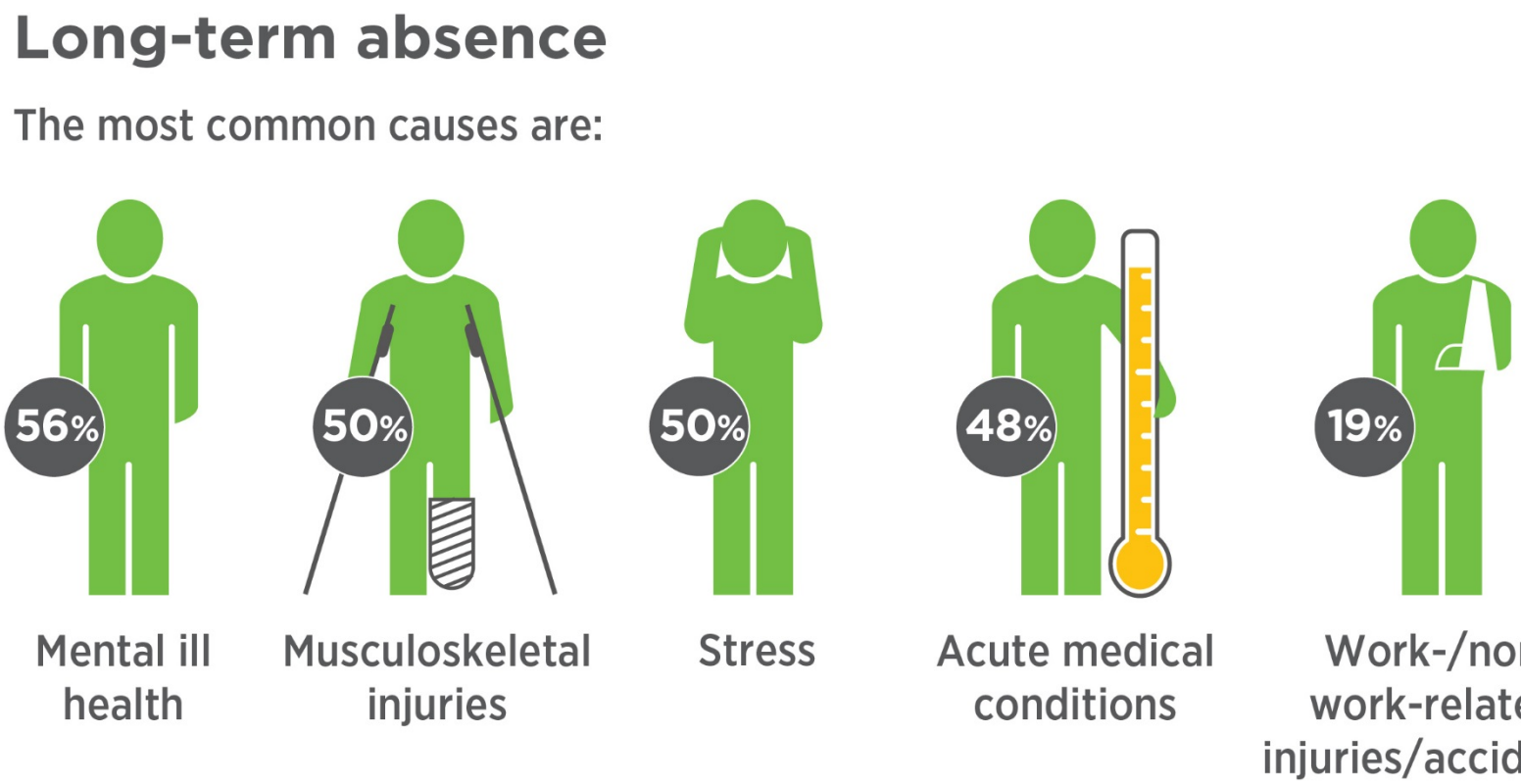
College of Policing

- **National journey ……..so far**
- **Rhetoric to Reality**
- **Myth-buster**

Increase in Reported Common Mental Health Conditions



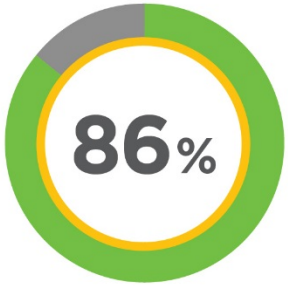
Top Causes of Long-Term Absence



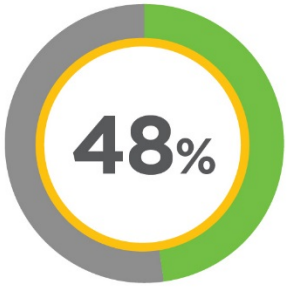
‘Presenteeism’ – Working When Unwell

Working when unwell

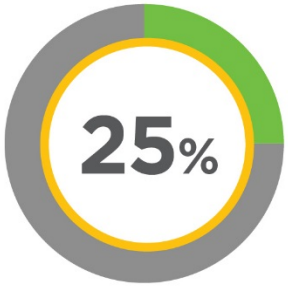
86% of respondents report observing ‘presenteeism’ in their organisation over the last 12 months



The amount of organisations taking steps to discourage presenteeism over the last 12 months has halved since 2016



2016



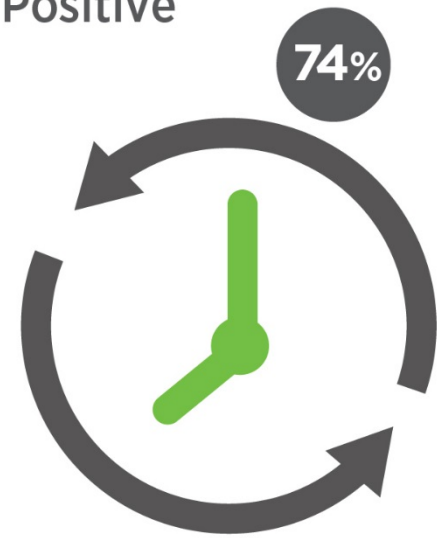
2018

The Impact of Technology

Technology and well-being

The most positive and negative impacts of technology on employee well-being

Positive



Enables flexible working

Negative

Inability to switch off out of work hours

Benefits of Health and Wellbeing Activity

From Surviving to Thriving

College of Policing

college.police.uk

Blue Light Wellbeing Framework

Organisational Development and International faculty

May 2017

	Fully developed (FD)	In development (ID)	Under-developed (UD)
Leadership			
Absence management			
Creating the environment			
Mental health			
Protecting the workforce			
Personal resilience			

- **100% sign up**
- **Gap analysis support**
- **G.A.I.N.**
- **Armed Forces model**
- **A National Service**

Take Good Care…

‘*The expectation of being immersed in the pain, sadness and suffering of people on a daily basis and not being affected is about as unrealistic as being immersed in water and expecting not to get wet’*

Don’t Just Do Something….Stand There!

- Employee Voice

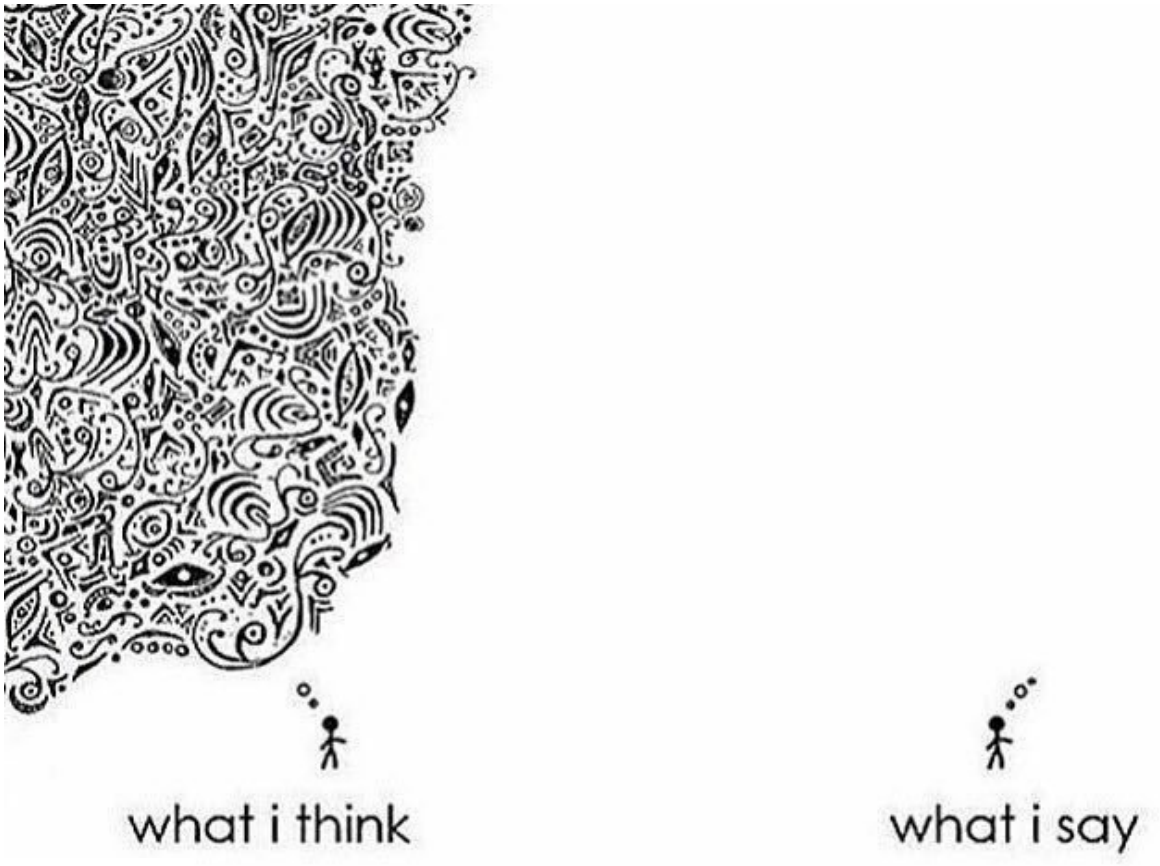
- 4 Key Activities

- Executive Planning
- 1st Line Managers
- Peer Groups
- Debriefing

- Autonomy Mastery & Purpose

Myths Facts & Assumptions

No.1 - They aren't coming to you for help



Myths Facts & Assumptions

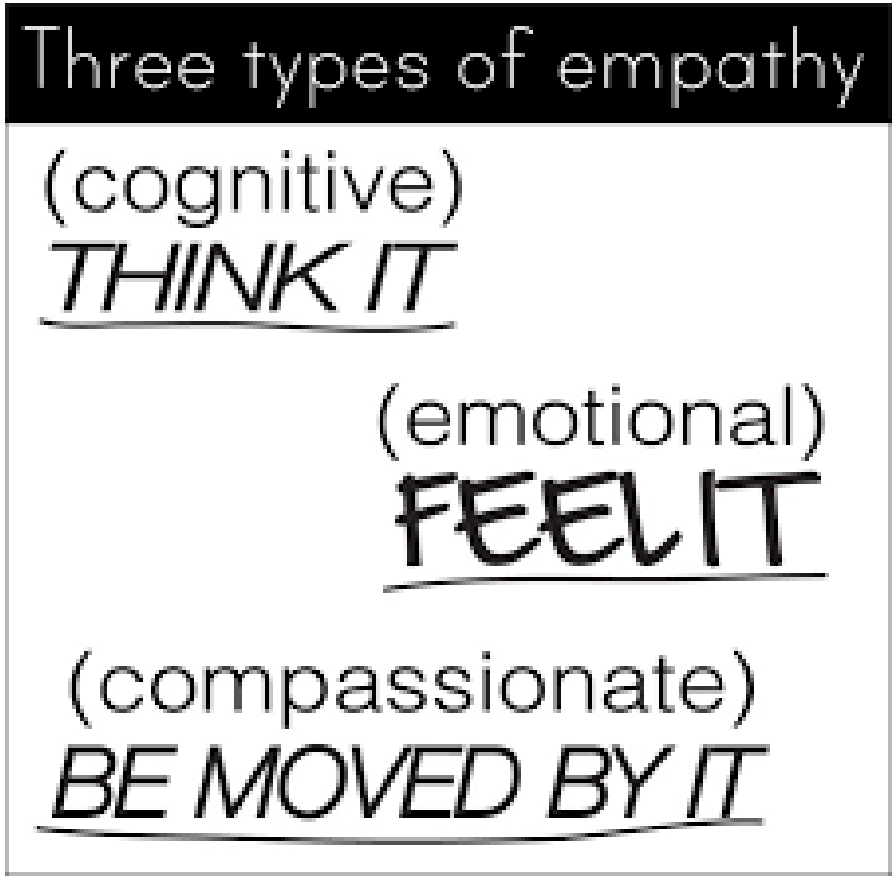
No.2 - Nobody has a better answer to your problem than you do

Myths Facts & Assumptions

No.3 - It’s time to Humanise your HR

Myths Facts & Assumptions

No.4 - Competence + Empathy = Compassionate Leadership



You said
We listened
Buzz-o-meter
The Buzz-o-meter is back for a fourth year – so what did we do with the results from last year's survey?
Last year you told us that you were feeling increased pressure from reduced resources in some areas and that a lot was being said about wellbeing but that you weren't feeling a positive impact.
You also said that you felt unsupported in your role and that poor management and communication was affecting morale.
So what are we doing about it?
1,200 officers now working on response, an increase of 220
We are investing in Contact Management and in Local and Serious Investigations
£270,000 invested in our Occupational Health and Wellbeing Services
Waiting times to see the force doctor reduced from 4 months to 10 weeks
New PDR system to better support people in their career
What else is happening in SOUTH?
Wellbeing Board in division supported by our Wellbeing Ambassadors and Buddies
Contemplation room opened at Preston
One-to-one and group coaching sessions provided to support officers and staff in their career development
Sergeant and Inspector development days
These are just a few of the changes we are making, but we recognise there is still a lot more work to do.
Don't miss your chance to give us your views this year so we can continue to improve the way we work. The survey is open to everyone, and is relevant to staff and officers alike, it is also open to our volunteers.
Have your say

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@CCARhodes