



Altogether Better Policing

Your

Wellbeing



Within the Force, we are keen to improve the wellbeing of officers and staff. We already provide a wide range of services which can support people at various points in their time with us although we are always looking at ways that we can improve.



This z-card provides a sample summary of the main ways in which the Force can help its officers and staff.

A handwritten signature in black ink, appearing to read 'M. Man' followed by a stylized name.

Key Contact Details

- | | |
|------------------------------------|---|
| • Cic Confidential Care | 0800 0851376 |
| • Welfare | 0191 3752000 |
| • Occupational Health Nurse | 0191 3752889 |
| • HR | 0191 3752123 |
| • Chaplaincy | 0191 3752361 |
| • Federation | 0191 3787470 |
| • Unison | 0191 3752145 |
| • Supt Association | 0118 9844005 |
| • Wellbeing Champions | see intranet wellbeing page for details |

Health Care

- Occupational health advice.
- Early intervention sickness triage service.
- Mandatory medical screening for specific roles.
- Physiotherapy referral service (to Connect Physical Health).
- Health education and promotion.
- Wellness clinics - Check4Life and Police Mutual.
- Health & safety service.
- Confidential welfare support sessions for staff in specific roles.
- Confidential support for any issue which affects an individual's personal or professional life including:- bereavement; anxiety, psychological and emotional issues; alcohol/drugs dependency; financial difficulties; health problems; post incident support; relationship issues; death in service support.

Health Care



Health Care

- Sign posting individuals to internal and external agencies for advice and support, including religious groups via the Chaplaincy.
- Police Treatment Centre - Psychological and Physiotherapy Wellbeing Programme.
- Employee Assistance Programme - Confidential Care helpline (for officers, staff, specials and family members) and professional counselling service provided by Cic.
- BlueLight info line - provide officers, staff, volunteers and families with support, advice and signposting.
- Beating the Blues - computer based cognitive behaviour therapy programme.
- Support Groups - Aiming for Excellence Forums, Network groups, Wellbeing Champions.

Health Care



Internet

- Cic Confidential Care Well Online
www.well-online.co.uk
(username: dhlogin and password: wellbeing)
- a free online service offering advice on work, life, mind, body, legal and finance.
- Police Mutual - Durham Wellbeing Zone
- a free online tool providing support to improve general health, lose weight, get fitter, healthy eating and stress management.
- Healthwork
www.healthworkltd.com/Services/HealthWellbeing
- free health and wellbeing advice and information.

Internet



HR Support

- Professional HR advice and guidance covering Employee Relations, Employee Development, Employee Rewards, Equality & Diversity and Recruitment & Selection.
- Promotion and development opportunities for all officers and staff.
- CV, application, interview preparation, techniques and feedback.
- Sickness absence support.
- Consultation with staff associations.
- Voluntary redundancy / early/flexible retirement packages (police staff), voluntary severance (officers).
- Development opportunities, e.g. Job Shadow.

HR Support



Learning & Leadership

- Role related qualifications and training funded by the Constabulary.
- NCALT and Academy 10 e-learning courses.
- Self-funded training/courses leading to vocational and professional qualifications.
- Mentoring and coaching.
- POP (Problem Orientated Policing) Master classes.
- NLP, Pack typing, 360 degree feedback.

Learning and Leadership



Discount

- Gym Membership; computer purchases via HP Employee Purchase Programme; mobile phone contracts (O2 and EE); new and used vehicles, etc.
- Employee discount schemes e.g. We Love Rewards, Blue Light Card.
- Sports & Social Club Member's Benefit Scheme.
- Education/training advice, free or discounted courses via Learning & Development.
- Police Mutual - Savings, investments / insurances, plus discounts (see their Wellbeing Zone).
- Salary sacrifice cycle to work scheme.
- Interest free loans for purchase of a bicycle, annual train tickets, bus passes and car insurance, sports equipment and PC/iPad/Laptop.
- Child care vouchers from Computershare Voucher Services.

Discount

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