

## SUSSEX POLICE WELLBEING SERVICES

Following the HR review, the new HR structure was implemented on 1<sup>st</sup> July 2011. Within the new department there is no health and wellbeing unit. However, a new team has been formed called HR Services Resourcing and Wellbeing. The unit is headed up by Chris Wellings HR Services Manager and part of its remit is to manage health and well being services. Some of the key services Sussex Police provide are as follows:

**The Employee Assistance Programme (EAP)** is provided by Workplace Options. ***It is a confidential and independent counselling and information service.*** The EAP offers around the clock confidential support with work, personal or family issues for all officers and staff and their immediate families including 6 sessions of face to face counselling if required. The EAP is staffed by a team of professionals who are experts in their fields. The service is accessible by phone, email, through their website (access either by the internet or Sussex Police's intranet site) and via instant messaging. Available 24/7 365 days a year, there is no limit to the number of issues you can gain support on. There is no cost to individuals who use the service.

**Freephone:** 0800 243 458 **Website:** [www.workplaceoptions.co.uk](http://www.workplaceoptions.co.uk)

**Email:** assistance@workplaceoptions.com

**Health Management Limited** now provide an outsourced Occupational Health service for Sussex Police, and deal with management referrals to clinical practitioners (Occ. health nurses or a FMA), health surveillance for officers and staff in vulnerable roles, wellbeing checks for officers and staff in specialist roles, Physiotherapy, vaccination programmes, support on ill health retirements and recruitment medicals for officers, specials PCSO's and staff. **All supervisors and managers should note that under the health and wellbeing section of HR online there is a detailed process and form to make referrals to see a nurse or doctor DIRECT to Health Management Limited.**

**Post Incident Trauma Support.** HR online also provides a detailed process for managers and supervisors to follow in the event of officers/staff who have experienced a traumatic incident. Following initial debriefing by line managers, the organisation has a number of officers and staff trained as a 'defuse' who can be called upon to give quick time face to face support.