

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 05/2018

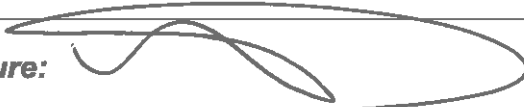
DATE: 12 January 2018

SUBJECT		PSYCHOLOGICAL SUPPORT PILOT
REPORT BY	CHIEF CONSTABLE	
CONTACT OFFICER	Julie Wilkins, Head of Strategic Development Tel 01522 947098	
<p>The force wishes to undertake a pilot to explore the extent to which targeted counselling and psychotherapy can alleviate mental and physical ill health in high risk units.</p> <p>This request is for the cost of the pilot to be funded from the welfare earmarked reserve.</p>		
RECOMMENDATION	<i>That £15,000 be allocated from the welfare earmarked reserve to fund the pilot</i>	

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:



Date:

12/1/18

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. In support of the Distinctively Lincolnshire strategic plan, an audit of the provision of psychological support for employees was recently carried out. The audit showed that current arrangements do not meet the needs of the organisation and there is insufficient focus on preventative activities.
2. Psychological ill health is one of the top two reasons for absence from the workplace and accounted for almost 3000 working days lost since April 2017.
3. An area of particular concern is the lack of suitable additional support for officers and staff working in areas where they are more vulnerable to mental ill health due to the nature of their work. In order to better understand these areas of vulnerability and how to target preventative support the force has commissioned research through the University of Lincoln which will report in the summer of 2018.
4. However, there are vulnerable teams, in particular those in the Public Protection Unit, that the force is already aware of and wishes to provide additional support to immediately.

5. Following discussion on this and on the need to consider our future contractual arrangements for psychological support ahead of the current end in Autumn 2018, it was decided that a pilot scheme offering additional support consisting of freely available, confidential counselling sessions with a qualified psychotherapist experienced in working with the type of trauma experienced by emergency service personnel may address officers' needs and test whether a different delivery model would suit the force better.
6. Having considered areas of the force that would benefit the most from this intervention, it has been decided to focus on the Emerald Team. This team undertakes critical, trauma related work, has a high level of ill health and workloads have increased significantly in recent years.
7. The pilot will run for 6 months from January 2018.
8. Further information is available in the attached terms of reference regarding the pilot rationale, structure and evaluation.

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

In ensuring the provision of policing that works, the PCC states in his Police and Crime Plan that 'The welfare of Lincolnshire Police officers and staff is a key concern for me and a continued and meaningful focus must be maintained to ensure the wellbeing, resilience and reputation of the Force.' This pilot will test whether the provision of additional support to vulnerable roles can aid in the prevention of mental ill health, increasing resilience and reducing absence from the workplace.

B. FINANCIAL CONSIDERATIONS

The proposal is for £15,000 to be allocated from the welfare earmarked reserve to support this pilot; half being made available for 2017/18 and half for 2018/19.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

Section FR14.4 of the PCC and Chief Constable Financial and Contract Regulations states that "Business Cases on proposals estimated to cost above the delegated limit, any proposals for which there is no funding within the approved Budget or Capital Programme and any proposals with on-going revenue or capital budget consequences beyond the current financial year shall be submitted by the Chief Constable and the Commissioner's CFO to the Commissioner for consideration."

D. PERSONNEL AND EQUALITIES ISSUES

Consultation has been undertaken with the Emerald management team regarding the suitability of the pilot. Access to the service is entirely voluntary and confidential.

As this is a pilot an equality impact assessment is not thought necessary at this time. However, if further roll out is recommended following the pilot and the research findings an EIA will be undertaken.

E. REVIEW ARRANGEMENTS

The pilot will have a number of review points:

Monthly - to assess uptake of service. This is to allow other PPU staff to access the service if sessions are not all being used by Emerald Team.

Month Four - to provide a mid-point evaluation to inform force planning regarding the Employee Assistance Programme (provided by CIC) which is due for contract end in Autumn 2018.

End Point – to provide a full evaluation of the pilot to inform discussions regarding future provision of psychological support.

An evaluation plan is being developed and will primarily consist of indicators from the CORE assessment tool which is an approach used widely in the psychotherapy industry. Other indicators including sickness absence and cost and feedback from officers and their management team will be included in the evaluation criteria. Baseline information will be gathered at the start of the pilot and on a monthly basis thereafter. Results will be reported through the Wellbeing Board.

F. RISK MANAGEMENT

Due to the somewhat negative view of current psychological support service provision there is a risk of low participation in the pilot. The view of the Emerald Team manager is that this risk is low however the force will take steps to mitigate the risk by ensuring line managers are fully involved and encourage officers to participate and the providers and the force Wellbeing Co-ordinator meet with the officers to fully explain the service. The Wellbeing Co-ordinator will regularly monitor participation throughout the pilot and meet with the team on a monthly basis to address any concerns and encourage participation.

G. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

If Yes, for what reason:

Until what date:

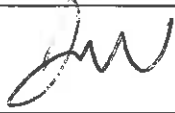



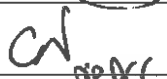
Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? Yes

If Yes, for what reason:

Contains information subject to commercial confidentiality

ORIGINATING OFFICER DECLARATION

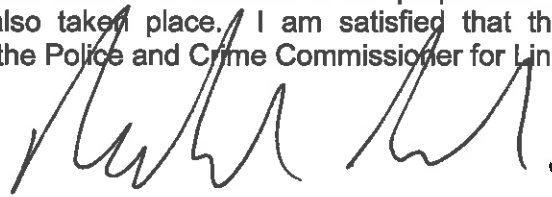
	Initial to confirm
Originating Officer: Julie Wilkins recommends this proposal for the reasons outlined above.	
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal.	
The CC's Chief Finance Officer has been consulted on this proposal.	
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	
Chief Constable: The Chief Constable has been consulted on this proposal	

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 12/11/18