
WELLBEING

Version 3

1. Policy statement

Wellbeing is about feeling good and functioning well and comprises an individual's experience of their life; and a comparison of life circumstances with social norms and values.¹

Policing can be a stressful and demanding vocation and it is vital that attempts are made to protect the wellbeing of officers. This is important not only for the sake of police officers but it will also ensure a productive and efficient police service and the provision of the best possible service to the public.

2. Responsibility

The National Board is responsible for all policy formation.

3. Summary

PFEW believes we need a well-funded, fully trained and effective police service to ensure the welfare and efficiency of police officers, to protect resilience and to ensure the provision of the best possible service to the public.

Stress and long working hours can impact on officers in terms of physical and mental health. This will inevitably impact on performance in the workplace. Forces have a duty to promote health and safety at work and to ensure officers have a good work-life balance. This will create a police service that operates at its best and with officers who are motivated and feel valued in the work they do. In 2013 the Independent Police Commission published a report *Policing for a Better Britain*². The report made "procedural fairness for all" a key recommendation, stating that "Police officers and staff must be treated as a vital resource".

A TUC report on Work and Well-being (2015) notes that a positive approach to developing 'good work' that takes account of health and well-being can lead to improvements in both the health and quality of the workforce."

However, the same report goes on to say that "well-being at work will be difficult to attain without some basic standards of working life and that involves looking at wider issues such as management

¹ <http://www.gov.uk/government/publications/wellbeing-and-health-policy>

² <http://independentpolicecommission.org.uk/uploads/37d80308-be23-9684-054d-e4958bb9d518.pdf>

style, workload, hours of work, worker involvement and the level of control a worker has over their work”.

It is important to realise that wellbeing programmes, in isolation, should not be viewed as replacing the need to address common issues faced by police officers across England and Wales, such as long hours, stress, unsafe conditions and a lack of support. All these issues must be addressed in the round so that officers are less likely to become ill or injured at work.

4. Procedures/implementation

PFEW will support members by providing guidance to improve wellbeing and reduce health risks in order for them to feel better in their role.

PFEW will support moves to improve flexible working and protect officers’ work-life balance.

PFEW will push forces to protect and enhance officers’ wellbeing by addressing issues of long hours, stress, health and safety and lack of support in the workplace.

Responsibility is delegated to the National Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	EP-KP	March 2016	March 2017	
Version 2	EP-KP	March 2017	March 2018	No change
Version 3	KP	January 2019	March 2020	Minor changes

Signed by:



National Chair



National Secretary