



Protecting Vulnerable People Department is currently a High Priority Area of business for the Force.

Staff are specialist investigators who have undergone extensive training and development. The staff are committed, dedicated and show propensity to safeguarding the vulnerable people of Cambridgeshire with passion, focus and drive. It is essential that we nurture and retain these important skills.

It is recognised that the nature of the investigations, significant risk carried and victim care can impact on the health and wellbeing of the individual officers. This can be detrimental to the long term health of the individual and potentially have a negative impact on the service provided to the victim.

This decline on welfare is often slow and incremental and manifests itself in many ways for example, negativity, becoming emotional or struggling to balance competing demands (these are merely a few examples). It is often that these changes are recognised by supervisors or peers before the individual themselves. It is also recognised, even where officers and staff recognise declining welfare they may not wish to be open about this or understand the wider impact.

Cambridgeshire Constabulary and importantly PVPD SMT have a responsibility to safeguard our officers. In doing so their welfare needs to be central to resourcing decisions. Pause Point will be introduced for all officers working in the Protecting Vulnerable People Department.

This would entail:

Robust welfare discussions in every one to one

1) Pre join interview based on officer/ staff resilience for role.

2) 3 months initial review with supervisor to discuss progress and any emerging issues. This will ensure suitability for nature of work and continuing in role as appropriate.

3) Further review at 6 months. First line manager

4) Review for all officers every twelve months. Second line manager to complete this. Inspector or DCI

5) Review at 3 years to establish if the officer is still **thriving within the role. Where not thriving a welfare based role move needs to be explored. To be completed by First and Second line manager**

Reviews should clearly take into account supervisory/management view around the following –

- Mental and physical resilience – CAISU, RIT , POLIT and MASH etc. place high demands on staff dealing with difficult subject matter and it should be recognised that staff can easily get ‘burnt out’. Whilst individuals may be dedicated and driven towards remaining in role we have a responsibility as managers and supervisors to recognise that staff may need to be moved out of our high risk teams for their own well-being and protection.
- Capability to continue to perform the role

It is recognised that the pattern of work suits some officer’s personal lives and therefore they will seek to stay in role rather than move on to refresh and renew themselves. As supervisors we should be cognisant of this

and be prepared to have honest and sometimes difficult conversations with our staff re their suitability and resilience to stay in their high risk role.

PAUSE  POINT

My Pause Point Conversation

Pre Join Meeting

This initial pre-join meeting is to introduce Pause Point to your new starter and to get to know who they are and how you can support them.

During this meeting you need to cover the following points:

- Explain what Pause Point is.
- That there is a 3 months wellbeing 'probationary period' to ensure the impact of the work is not detrimental on their welfare.
- How do they recognise in themselves signs of stress or welfare concerns?
- How will you as line manager recognise these signs and symptoms?
- How will they keep themselves mentally healthy?
- How can you support them in this?
- Are there any ongoing welfare concerns or issues that may impact on their health and wellbeing in this post?



My Pause Point Conversation

These meetings need an open dialogue where you discuss the health and wellbeing of your staff member.

Please note you should NOT use a script for this meeting but it needs to be tailored to the individual needs of your staff member, preparation for the meeting is key. Below are some points below that can guide your conversation.

- Their perceptions of their wellbeing/any issues that are impacting on their wellbeing or ability to thrive in role?
- Your perceptions of their wellbeing including relevant evidenced feedback and observations to support this.
- Any support that you can provide.

Record your review and upload to My Conversation

Record of Discussions

Has a change in welfare been noted: Yes / No
If Yes, has it improved or declined?

Line manager assessment of staff members wellbeing –

- No welfare concerns
- Unrelated welfare concerns
(i.e. not work related)
- Moderate welfare concerns
- Significant welfare concern

Please document what support you have put in place.

3 Year or beyond review

Is the officer/staff member still thriving: Yes / No

Do you consider that a welfare based move is necessary: Yes / No

If yes please provide your recommendations below: