



Welfare

The Welfare department provides a significant amount of support in a number of different ways, depending upon your needs. Following initial referral, there is an appropriate triage service that will determine the right support for you.

Appointments can be at Occupational Health, at home, at your place of work or a convenient place for you.

The in-house counselling service can offer between 6-8 sessions of support which is a free and confidential service.

Welfare and Counselling can support with areas such as work related issues, bereavement and loss, family issues / relationships and experienced trauma.

Mental health inclusive of anxiety, stress, depression, any suspension and disciplinary matters, rehabilitation needs and financial worries, (this list is not exhaustive). You can self-refer or be referred by line manager / HRO.

In addition to the in-house provision, there is an external psychological service that is used for complex situations. This is primarily for workplace trauma and helps people process difficult events, (referrals made by Occ Health).

Referral for psychological support is made via the Welfare / Counselling staff.

Occupational Health, Advisors/Technician

Occupational Health Advisors / Technician
The Occupational Health Advisors and Technician are friendly, approachable, professional and experienced providing:

- Pre-employment screening
- Sickness reviews
- Health monitoring
- Health advice
- Hep B vaccines
- Cholesterol testing

Occupational Health Physician

The OHP attends the department once a week (alternate Tuesday's and Thursday's)

- Medical reviews
- Pre-employment medical screening
- Sickness reviews
- Ill-health retirement assessments
- Advice and support

Health and Safety

(The H&S team provide advice on all workplace health and safety.), and conduct the required assessments; functional hearing tests, building H&S checks, ergonomic assessments, workplace assessments, specialist lighting and noise assessments, accident reporting and investigation, H&S training, (this list is not exhaustive).



Physiotherapy

The physio service offers:

- Treatment advice for acute injuries
- Advice and management assistance with chronic injuries
- Rapid access telephone service for early intervention and advice
- Functional restoration programme to offer rehabilitation for long term restricted staff to aid a return to front line service.
- Supporting return to work through moderation of activity / roles when required.

This service is offered at different locations across the force.

Fitness Assessor

The Fitness Assessor manages the return to work fitness tests, following a period of more than 2 weeks off work with a musculoskeletal injury, working closely with the Occupational Health Advisors and Physiotherapists. The Fitness Assessor also supports with Job Related Fitness Testing and provides advice and support with life style changes inclusive of any diagnostic tests that may be required.



The Wellbeing Toolkit has been designed to support you to become more aware of your own wellbeing and, in turn, others around you. It may help you to recognise your strengths that can be used as a foundation for future resilience.

The Wellbeing Toolkit can be accessed via the intranet and is available as a hard copy.

Sometimes our attitudes, thinking and behaviour at work are affected by what is happening in our personal lives, as well as experiences at work.

To get the best from everyone, we need to talk openly about the 'ups' and 'downs' we're all dealing with and support one another through open, honest and productive conversations.

For any additional information, support and advice please contact Occupational Health.

Occupational Health, Safety and Welfare



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Occupational Health, Safety and Welfare Unit

... providing a proactive, preventative and reactive service that meets your needs...

Occupational Health Advisors

Welfare

Physiotherapy

Occupational Health Physician

Health and Safety

In House Counselling

Fitness Assessor

External Psychology

Occupational Health Technician

