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# Organisational Development for Wellbeing

- Some broad pointers to consider

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When the Transformation Framework is used it can help us to develop an organisational approach to wellbeing. This model will be developed further to assist with peer review.



*Transformation Framework (Meechan 2016)*

# Scan – for Wellbeing

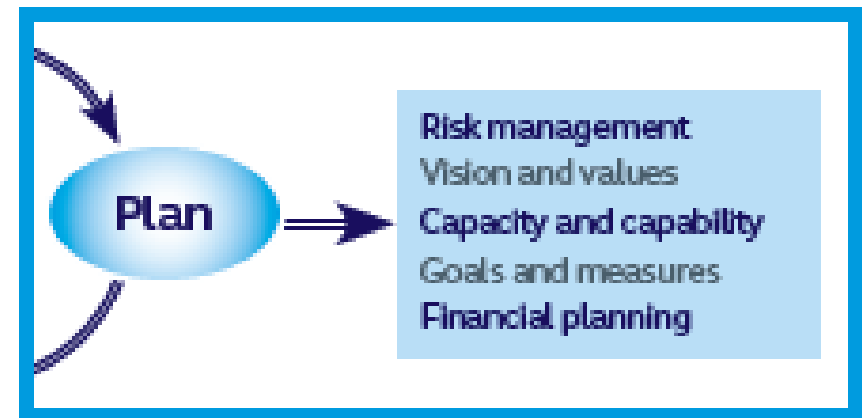
- ✓ PESTEL focus on wellbeing
- ✓ Staff Associations
- ✓ Staff Engagement Events
- ✓ Stakeholder Feedback
- ✓ Organisational Intelligence
  - Buzzometer /Staff Survey
  - Federation/Other Survey Results
  - Blue Light Wellbeing Framework
  - Force Management Statement
  - Peel Assessment
  - Personal Feedback
  - Sickness Data/Injury/Accidents
  - Non-deployable assets
  - Turnover Data/ill-health retirement
  - Grievance Data
  - Occupational Health Measures



*Consider the wide range of data that you can use to help you understand where you are with wellbeing, and what you still need to do to improve.*

# Plan – for Wellbeing

- ✓ Risk Management Process – risk and threat
- ✓ Vision
- ✓ Values
- ✓ Capacity
- ✓ Capability
- ✓ Priority Setting
- ✓ Code of Ethics
- ✓ Decision Making Model
- ✓ Goal Setting Model
- ✓ Financial Plans
- ✓ HR/People Plan
  - Wellbeing
  - Engagement
  - Inclusion
  - Recruitment and Selection
  - Etc.

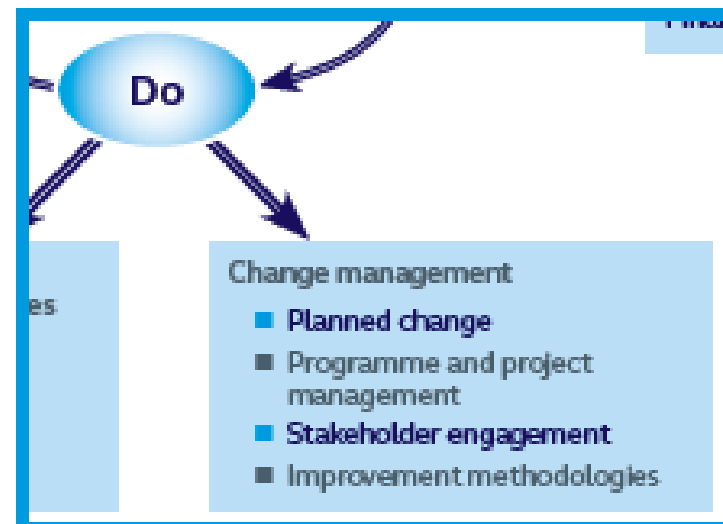


*Ensure that wellbeing is embedded in all aspects of your planning process.*

# Do – Change Management for Wellbeing

- ✓ Remember the ‘people side of change’
  - Clearly explain the need for the change
  - Give people time to understand and adapt to the change
  - Ensure you’re providing appropriate support
- ✓ Stakeholder Engagement
- ✓ Effective Internal Communications
  - 2-way communications

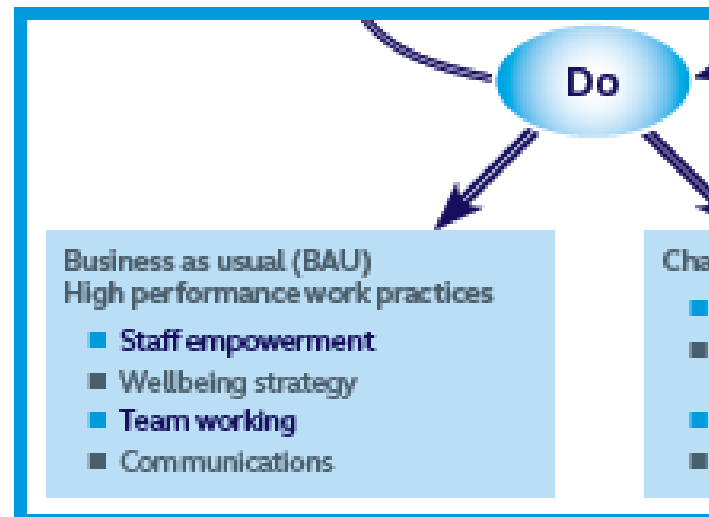
*Consider the impact that change has on people and make sure that you are supporting them through the process.*



# Do – Business as Usual for Wellbeing

✓ Implementation of HR policies to support wellbeing message and culture throughout 'employee lifecycle'

- Recruitment and Selection
- Induction
- Reward and Recognition
- Learning and Development
- Promotion
- Grievance
- Dignity at work
- Disciplinary/Capability
- Absence Management
- Restricted, adjusted, recuperative duties
- Reasonable adjustments
- Ill-health retirement



*Is wellbeing embedded throughout your employee lifecycle?*

# Do – Business as Usual for Wellbeing (Contd...)

- ✓ Wellbeing Strategy
- ✓ Defusing Training For Line Managers
- ✓ Mental Health Awareness Training For Line Managers
- ✓ Outreach Occupational Health and Wellbeing Service
- ✓ Psychological Screening and Risk Management Process
- ✓ Effective Internal Communications
- ✓ Support for Healthy Eating and Exercise
- ✓ Debriefing
- ✓ Contemplation Rooms
- ✓ Back Up Buddy App
- ✓ Peer Support
- ✓ Response to Trauma

*How are you embedding wellbeing into business as usual?*

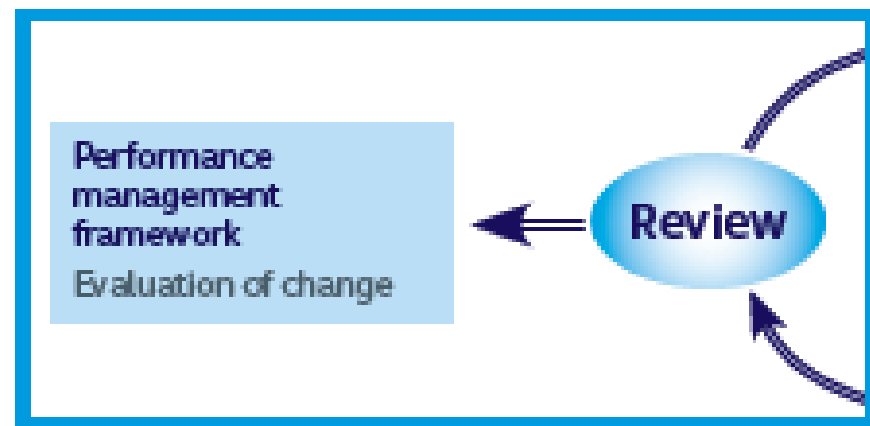




# Review – for Wellbeing

- ✓ Evaluation of wellbeing projects and programmes
- ✓ Progress against goals
- ✓ Wellbeing measures
- ✓ Staff satisfaction
- ✓ PDR process – values and behaviours
- ✓ Regular team meetings – review and adjust activity
- ✓ Continually Review Our Gaps
- ✓ Direct Client Feedback
- ✓ Regular monitoring of HR Data, including
  - Sickness Data/Injury/Accidents
  - Non-deployable assets
  - Grievance Data
  - Disciplinary/Capability
  - Turnover Data/III-health retirement

*Reviewing progress against our plans and goals is essential so we know if we're on track.*



# Culture – for Wellbeing

- ✓ Leadership development – all levels
- ✓ Learning Organisation – embed principles
- ✓ Living the values
- ✓ Supported by HR policies:
  - Recruitment and Selection
  - Induction
  - Reward and Recognition
  - Promotion

*Leadership and Values are critical to culture – how are they contributing to embedding a culture of wellbeing?*

