



Recruitment, Retention & Wellbeing  
of Investigators (RRWI)

# SIO WELLBEING GROUP UPDATE

Det. Supt Paul Joyce, West Midlands Police  
October 2024

[Investigator Wellbeing Toolkit](#)



# SENIOR INVESTIGATING OFFICER (SIO) WELLBEING GROUP UPDATE

- A draft Investigations Wellbeing Strategy has been developed to help support SIOs in managing their own wellbeing as well as that of their team. This strategy is currently under consultation and will be circulated with the latest version of the Investigator Wellbeing Toolkit in October.
- Following the publication of the SIO research undertaken by Liam Curran of Huddersfield University, the PIP3 and PIP4 SIO Wellbeing input has been updated and will be shared at future courses. An overview of the findings from Liam's SIO research can be viewed [here](#).
- Further research into the stressors affecting SIOs is underway by former SIO Mark Dimelow, in his new role in Northumbria University. We will be sharing ways to get involved in this research in the Autumn, but please contact [Mark](#) should you wish to participate.
- A draft Defendable Decision guidance document has been developed by Det. Insp. Mark Butler of Cambs Police and is currently under consultation. This will be shared in the latest version of the Toolkit in October, however please contact Sarah-Jayne Bray or [DI Mark Butler](#) should you wish to be involved in the consultation process.
- The team are running a Knowledge Sharing Event in collaboration with the College of Policing on 29<sup>th</sup> October, with the aim of highlighting the key issues affecting SIOs and evidence led interventions that can assist forces to improve local support. To sign up, please email [Daniel Rowley](#) to be added to the KSF mailing list.
- The next **Investigator Wellbeing Week of Action** will take place on 11<sup>th</sup> -15<sup>th</sup> November 2024 and will feature a number of inputs relating to SIO wellbeing. Details on how to sign up will be shared with your force Recruitment, Retention and Wellbeing of Investigator (RRWI) lead in September, however you can [sign up here](#) for early access.

- Following concerns raised by colleagues, we will be undertaking research on the number of hours currently owed to SIOs nationally. The aim is to create an infographic to demonstrate the pressures SIOs are under, highlighting the need for rest and the importance of ensuring the issue of time owed is properly risk managed at a local level. To support this work, please take 3 minutes to complete the confidential and anonymous [survey](#) to help us gather this key information.
- We are keen to develop opportunities to help SIOs engage nationally, and are working through a proposal for a Buddy Scheme. The scheme will enable SIOs to connect outside of work to share wellbeing advice, guidance and best practice. We have developed an initial proposal but we need your help to take us to the next stage. If you want to know more and wish to support the testing phase of the initiative, please contact [Sarah-Jayne Bray](#).
- The group are supporting the RRWI in enhancing the current Reward and Recognition Toolkit for Investigators. This has been developed by the Retention Group and has played a key part in supporting the national Reward and Recognition proposals currently in development by the College of Policing on behalf of the Professionalising Public Protection Programme. We are keen to understand what works for SIOs in terms of recognition, if you have any examples of localised best practice or suggestions for future interventions, please contact [Sarah-Jayne Bray](#).

## WANT TO GET INVOLVED?

If you want to be part of the SIO Wellbeing Group, participate in any of the research featured above or want to volunteer to support the developing initiatives, please contact our chair [Paul Joyce](#) or RRWI Programme Manager Sarah-Jayne Bray



# NATIONAL INVESTIGATOR WELLBEING UPDATE



- The 2024 National Investigator Wellbeing Week of Action will take place on 11th-15th November. The timetable of events is currently being finalised but you can [register interest here](#) and receive notification of confirmed inputs.
- As part of the Week of Action, we are updating our Investigator Wellbeing Toolkit with the latest interventions and positive practice. If you have a local intervention that you would wish to share for inclusion in the toolkit, please [contact SJB](#) or complete the [attached submission form](#).
- The Secondary Investigator and Analyst Wellbeing Sub Group have launched their Wellness Cafe series for 2024. Whilst aimed at those who support investigations but are not PIP2, the sessions deal with key issues such as dealing with distressing content, personal resilience techniques and recognising the signs of trauma and so are suitable for anyone who would wish to learn more about personal resilience. You can [sign up here](#) and receive future invites as well as past recordings.
- Investigators are now represented at the National Police Wellbeing Board, enabling us to ensure that issues affecting Detectives and PSIs are at the heart of developing policy and strategy across the UK.
- A newly developed National Emergency Services Child and Youth Death Multi Agency Working Group has been created and representatives from the Investigator Wellbeing Group are aligned to ensure the sharing of best practice.
- The Investigator Wellbeing Group ran a series of breakout sessions at the recent College of Policing Violence Against Women and Girls Conference in Ryton, highlighting key issues affecting Investigator Wellbeing and interventions that forces can adapt and adopt to address local concerns.
- The Investigator Wellbeing Academic Reference Group are working to develop a strategy that brings together the latest common research across various publications, to help forces significantly improve the experience of investigators from when they join until they leave the pathway. The strategy draws on the latest information and data, aligning evidence led interventions that will support colleagues from attraction right through to resignation./retirement. Whilst in the early development stages, this will be shared at the Investigator Wellbeing Week of Action and formally launched in 2024.
- Following national feedback from colleagues on the things that affect you the most, the Investigator Wellbeing Group have added two new areas of focus for 2024/2025. This includes a strand looking at how we can maximise data and emerging technology to support forces in understanding trends relating to investigator wellbeing. A newly developed strand focusing on training and interventions will seek to provide national consistency by reviewing current provision, identifying gaps and developing evidence led interventions to further support you.
- If you wish to know more of the work of the national Investigator Wellbeing Group or want to support any of the strands, please contact [Sarah-Jayne Bray](#) or [Samantha Pocock](#), PA to Investigator Wellbeing Lead ACC Martin Brunning.



# Wellbeing Resources

## Leadership

- Ensure Investigator Wellbeing is included in force Wellbeing strategy, the [National vulnerability action plan](#) can assist in developing a robust strategy that compliments existing policy, [Essex and Kent Investigator Wellbeing Strategy](#) is also useful for those seeking to develop greater support in force.
- Introduce **mandatory Supervisory Training** developed in house or accessing available OK provision such as [Supervisor wellbeing training](#)
- [Pause Point](#) is a **staged review process** that can greatly improve wellbeing and support supervisors in managing team resilience.

## Recognition

- Consider implementation of [Targeted Variable Payments](#) and promoting other benefits that can address the issue of **Pay Parity**.
- Develop a **Reward and Recognition Programme** for Investigators, the [Reward and Recognition Toolkit](#) shares tips and tricks as well as best practice.
- Review **Force Awards** and Commendation processes to ensure investigators are represented
- **Communicate success** widely within the organisation, via intranet, targeted communication channels.

## Preparedness

- Ensure oversight of **accreditation** across PIP roles, as outlined within the College of Policing [PIP Programme](#)
- Review and **embed** the College of Policing CPD Toolkit: [Taking responsibility for your professional development](#)
- Implement a staged review process for **new investigators** to discuss resilience and wellbeing, such as [Pause Point \(WoA Video\)](#)
- Share the **Week of Action Playlists 2022** and **2023** to encourage CPD.
- Consider delivering **regular events** on key issues affecting investigator resilience, such as:
  - [Mental health masterclass](#)
  - [Wellbeing and resilience event](#)
  - [Work life balance for investigators](#)

## Access to Support

- Create a **one stop shop** for signposting as per [Essex and Kent Investigator Wellbeing Strategy](#)
- Develop a [Wellbeing toolkit](#) highlighting **localised support**
- Embed **regular wellbeing sessions** that encourage engagement, reducing stigma and increase peer support such as the [Wellness café](#)
- Understand the **needs of your team**, using [Wellbeing support plans](#) and [Workplace adjustments resources](#)
- Implement a **Peer Support Programme**, such as a [Buddy Scheme](#), or a more structured approach as in the following examples
  - [Mental health first aid training](#)
  - [Peer support programme](#)
  - [Peer support network](#)

## Mental Health

- Embed [Psychological and trauma risk management strategies](#), ensuring they are accessible and have impact.
- Place emphasis on **breaking stigma** by engaging in national awareness days such as [Time to Talk](#) and [Mental Health Awareness Week](#)
- Develop a dedicated [Mental Health Toolkit](#) that **signposts** to local support and highlights signs of burnout
- Encourage the use of other **resilience building tools** such as [mindfulness](#), [breathwork](#) and [stress support](#)
- Implement the [Mental Health for Employers Toolkit](#)





# CONTACT US

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If you wish to improve your local Investigator Wellbeing Provision, or wish to learn more about the NPCC Recruitment, Retention and Wellbeing of Investigators then please get in touch. We have all 43 forces engaged in the group and are able to support you with any issues regarding the capacity and capability of investigators. Whether it's the completion of the HMICFRS Investigator Resilience Plan, issues around attraction or general queries around how to improve localised provision, we are happy to help.



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[Investigator Wellbeing Toolkit](#)



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