

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Assistant Chief Fire Officer – Jon Anderson

PRESENTING OFFICER(S): Assistant Chief Fire Officer – Jon Anderson
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CAMBRIDGESHIRE FIRE AND RESCUE SERVICE WELLBEING STRATEGY AND ACTION PLAN - UPDATE

1. Purpose

- 1.1 The purpose of this report is to update the Fire Authority on the work to date with regard to the mental health and wellbeing pillar of the People Strategy and to seek approval for the Wellbeing Strategy.

2. Recommendation

- 2.1 The Authority is asked to consider and approve the Wellbeing Strategy and supporting documents to be communicated out to all staff.

3. Risk Assessment

- 3.1 **Economic** – mental ill health impacts on absenteeism and sickness cases have risen, there is an additional cost associated with lower productivity (presenteeism) which is suggested to be twice that of absenteeism. Additional resources will be needed to deliver some of the work required.
- 3.2 **Social** – a positive wellbeing culture can improve work life balance and overall wellbeing, create a happier workplace and better engagement. There is a possible reputational and individual impact if we do not have a Wellbeing Strategy.

4. Equality Impact Assessment

- 4.1 Cambridgeshire Fire and Rescue Service (CFRS) must ensure that any opportunities we offer for wellbeing are available across the Service for example, training sessions recorded to be available on iLearn.

5. Background and Progress to Date

5.1 The Service has been actively looking to improve its wellbeing support over the last eighteen months. It is worth highlighting below some of the activities and measures that have been actioned during this time:

- Developed wellbeing branding and started to form a strategy with a vision and objectives for mental health and wellbeing;
- Review of Trauma Risk Management or TRiM following feedback from staff, resulting in changes to the way it is supported and managed;
- Wellbeing poster designed to signpost staff to help and support (sent to all stations for prominent display);
- Wellbeing page set up on Workplace and populated with links to support organisations for a number of different areas such as bereavement, financial worries, and domestic abuse;
- Proactively started to talk about the development of mental health and wellbeing at #TimeToTalk day in February 2020;
- Dedicated email inbox wellbeing@cambsfire.gov.uk was created in March 2020 for employees to share thoughts, make requests and put forward ideas for example, something specific at a work location, a service wide initiative, an idea for a national awareness day or any feedback for both physical and mental health;
- Mental health and wellbeing integrated into the people section and action plan for the Integrated Risk Management Plan;
- Wellbeing pages of intranet updated with COVID-19 specific wellbeing advice;
- Wellbeing support following death of a firefighter including letter to home address of all staff and an A4 folded leaflet listing all support agencies and websites;
- Messages about flexible working reiterated regularly;

- People at centre of all decisions around COVID-19;
- Circulation of a new 24/7 wellbeing single point of contact available via Cambridgeshire Constabulary, contact details were also published on intranet wellbeing hub pages;
- Suicide Prevention Awareness Day;
- Investment in 'Steve' documentary about male suicide and shared link with all staff recommending people watch it;
- Sharing 'Dayle's Story' – a colleague who bravely spoke of his mental health story;
- Credit card sized cards to all staff for emergency mental health and wellbeing support;
- Numerous posts on the wellbeing page of Workplace to promote mental health fitness and wellbeing;
- Welfare support for staff following the tragic death of two local children in a house fire in December 2020;
- Design of a new Mental Health and Wellbeing Advisor role, to bring in further expertise and capacity to focus on this important area (out for recruitment in January 2021);
- Commissioning of Affinity Healthcare to work with us to design and deliver bespoke wellbeing training. CFRS did not want an 'off the shelf' product rather something which specifically reflects organisational needs and focus. Therefore as part of this, Affinity are working with us to undertake further employee research to understand where we can most effectively add more value to our wellbeing offering.

6. Wellbeing Strategy and Related Action Plan

- 6.1 The strategy and related action plan, attached for information and comment at Appendix 1 and 2, will continue to develop over time.

Source Document	Location	Contact Officer
Wellbeing Strategy	Hinchingsbrooke Cottage Brampton Road Huntingdon	Amy Jackson 01480 444500 amy.jackson@cambsfire.gov.uk