

PSNI - Mental Health Resources

OHW Mental Health Service (MHS) supports all officers and staff to address and overcome work related issues by encouraging and helping an understanding of human reactions and concerns through reflection, self-monitoring, psycho-educations, self-help, guidance and therapeutic interventions. MHS operates a stepped care model to help put the right foundations in place, and get the right help at the right time. This is done through a comprehensive psychological resilience pathway.



Resources available at each step of care are included in this document.

SELF-CARE

Intranet Mental Health Services (MHS) POINT page

- Mental health within the PSNI

The OHW Mental Health Service (MHS) worked in partnership with the Police College to develop three e-learning modules. These aim to increase our understanding of mental health within the police workforce, trauma informed practice and strategies we can use to bolster out psychological resilience within work. The modules are now imbedded into foundation and probationer training for new officers coming into the force. Each module takes approximately 2hours to review but can be completed gradually at your own pace on a voluntary nature.

- Are your Worth it Series

The OHW Mental Health Service have produced a number of wellbeing podcasts alongside a leading expert in police mental health and author of the Police Mind. The below podcasts were recorded and developed in partnership with a District Commander / Mental Health Champion and the Peer Support Co-ordinator. Each podcast lasts approximately 20-30mins to review and can be completed gradually at your own pace.

- Psychological Wellbeing & Resilience in the Workforce Series

Overview of MHS input into the First Line Managers Training is readily available for all.

- ME APP

A psychological self-evaluation tool which enables users to be more informed of their mental wellbeing. There are a range of resources within the app to help build resilience and improve mental health. The app is available on PSNI devices, is strictly confidential, with no access to individual results by OHW or line managers.

- Wellbeing Trauma Resilience Plan

This is a workbook/booklet which contains important psychoeducation, self-reflective questions, healthy coping strategies, signposting to resources and provides a brief introduction into some of the traps that some within the police can fall into given the nature of their work. The booklet has been designed to encourage people to think about how their policing role could possibly affect aspects of your mental wellbeing over the course of your career and will demonstrate ways of working to help protect your mental wellbeing. This is available in hard copy and electronically.

- Wellbeing Libraries

A wide range of mental health and wellbeing texts are available both in hard copy and electronic form by accessing the Wellbeing libraries. These are available at:

Garnerville Wellbeing & Trauma Resilience Library

OHW Wellbeing Library

National Library of Policing Online Library - E books/ Audio books.

Links to other relevant resources are available on the MHS intranet page including:

Mind Fit Cop

This resource can help improve resilience and coping, including mindfulness training which offers tools to help deal with the pressures and reality of policing.

Oscar Kilo Sleep Toolkit

Oscar Kilo have teamed up with The Sleep Scientist expert, to create a 'Better sleep toolkit', aimed at supporting police officers, staff and volunteers with fatigue and sleep problems.

Oscar Kilo

Self-support techniques after a traumatic incident

Blue Light Together

Multiple Police wellbeing resources

Stress Control NI

Stress control classes offered online by the HSCNI.

Aware NI Mental Health Resource

NHS for Scotland NES National Trauma Training Videos

Staying Well Road Trip (Scottish resource)

This is an interactive, self-directed course that covers factors that protect and threaten wellbeing, how to recognise the warning signs we've been injured and what we can do to look after our physical and mental health.

Links to self-Help booklets on a variety of difficulties including anxiety, anger, depression, post-natal depression, panic, PTSD and sleeping problems.

TIER 1

PEER SUPPORT SERVICES

All Peer support services aim to be preventative, reactive and early intervention services.

TRAUMA IMPACT PREVENTION TECHNIQUES (TIPT)

Officers and staff trained by Police Care UK to support others to utilise Trauma Impact Prevention Techniques designed to support the human brain to process highly stressful or potentially traumatic incidents. This course is offered by the Police College.

WELLBEING VOLUNTEERS (WBV)

Non- Accredited proactive mental health champions trained in peer support, mental health awareness, basic therapeutic skills, suicide prevention and psychological first aid.

WBV provide adhoc person centred peer to peer support. This is a self-referral pathway only and can be utilised as often as deemed necessary.

The aim of WBV is to help others feel listened to, validated, thought about and valued, while helping problem solve work related issues or challenges. The support provided is practical, emotional and social. This includes supporting colleagues by promoting their use of the Wellness and Trauma Resilience Plan or other biblio-therapeutic resources. WBV can also deliver psychological first aid to their colleagues and sign posting others to appropriate therapeutic resources. Governance of this service is provided by MHS, OHW.

POST INCIDENT PEER SUPPORT TEAM (PIPST)

Accredited (International Critical Incident Stress Foundation, ICISF) mental health champions who reactively provide Post Incident Stress Management under clinical governance of OHW 24/7 for officers of staff who have recently been involved in a potentially traumatic or highly stressful work-related incidents. The referral pathway includes both self-referral and line management referral. A range of skills can be deployed including:

SAFER-R is a step by step model for working with individuals exposed to a crisis.

CRISIS MANAGEMENT BRIEFING is a group activity, informative in nature, providing structured provision of facts regarding the incident/ current situation whilst discussing and normalising common behaviour/psychological reactions.

RITS (Rest Information and Transition Services) orientated to assist officers and staff at the end of a group deployment.

DEFUSING is a brief informal meeting which acts as a transition between being on the scene of a serious incident, and going home or returning to duty after the incident.

DEBRIEFING is a multi-component crisis intervention strategy that enables individuals and groups to receive practical, social and emotional support following exposure to traumatic incidents.

RESOURCING by identifying additional wellbeing services that can be provided by team members to district and departmental welfare leads, including advice and support to help identify and disseminate best practices and enabling close liaison with HR, OHW and community services.

Tier 2

A further level of interventions aimed to support mental health by providing preventative, reactive and early intervention services.

Modified Group Traumatic Events Protocol (GTEP)

This is an online group based form of EMDR that has been slightly modified to be delivered by trained peer supporters as an early and preventive intervention. It is for those who have recently went through highly stressful or traumatic work related experiences and are subsequently experiencing symptoms that are causing distress.

This is a self-referral pathway and can be utilised as often as is required.

Governance is provided by Mental Health Services, OHW.

Inspire Counselling

Officers and staff can self-refer and receive up to 6 sessions (per year) from an independent security vetted self-referral counselling service with **Personal or organisational stressors** which are likely to be short term in nature causing occupational stress or mild psychological distress, for example:

- exam/interview stress
- financial concern
- conflict/loss
- work stress
- family problems
- relationship breakdown

Physical Health and Wellbeing Services (PH&W)

The PH&W team, includes the PSNI's Physical Training Instructors (PTIs) who offer a wide range of services, such as:

- Physical Rehabilitation
- Exercise Prescription
- Provision of Wellbeing Initiatives
- Provision of Equipment

GP

Officers and staff are encouraged to contact their GP if they have been impacted by their work. The GP is the primary carer and it is important that they are aware of health difficulties so that appropriate help can be provided.

Tier 3

OHW MENTAL HEALTH SERVICES (MHS)

Management referral required to access triage appointment which assesses level of need.

MHS provides psychological therapies to address the impact of organisational stressors, which are likely to be short term in nature, causing mild to moderate psychological distress.

OHW low intensity psychological therapy includes:

- Counselling
- Low intensity interventions (e.g. counselling / CBT) provided by a non-accredited assistant psychologist, trainee counsellors, trainee CBT therapist or trainee clinical psychologist under the supervision of a qualified clinical/counselling psychologist or qualified therapist.

GP should always be informed of health difficulties and clients are encouraged to liaise with their GP. OHW is not a replacement for Primary care services.

Tier4

OHW MENTAL HEALTH SERVICES

Management referral required to access triage appointment which assesses level of need.

MHS provides psychological therapies to officers and staff reporting moderate to severe psychological distress that is work related and causing significant disruption to their level of functioning in work.

OHW high intensity psychological therapies include:

- Qualified counsellors/therapists in CBT/trauma focused CBT/schema therapy, compassion focused therapy, ACT, EMDR;
- Provided by accredited CBT therapists, EMDR practitioners, clinical/counselling psychologists, trainee therapists under supervision.

GP should always be informed of health difficulties and clients are encouraged to liaise with their GP. OHW is not a replacement for Primary care services.

Tier 5

COMMUNITY SERVICES & GP

OHW are not a replacement for primary care and are unable to help with the following difficulties, community services should be sought through the GP.

- Problems that are primarily due to personal stressors (e.g. bereavement, physical health concerns, personal relationships (i.e. separation/divorce/abuse), financial concerns; fertility and pregnancy issues (i.e. failed IVF; loss of a child; post-natal depression); parenting difficulties (i.e. behavioural, childcare or welfare issues); family illness/ death (i.e. difficulties caring for an ill family member).
- Mental Health Conditions that require highly specialist forms of treatment (e.g. perinatal conditions, eating disorder, body dysmorphic disorder, psychosis).
- Chronic or Longstanding Mental Health Conditions (e.g. schizophrenia, personality disorder, bipolar affective disorder, dementia, and other neuropsychiatric disorders) that cause severe disruption to everyday functioning or impairment in interpersonal functioning.
- Those that present with a high risk of self-harm, suicidality or other forms of risky behaviour that compromises their or others safety.
- Those whose primary problem is being significantly perpetuated by their dependency on alcohol or other substances/ addictions.
- Problems primarily stemming from neurodevelopmental disorders (e.g. Autism Spectrum Disorder/ ADHD), intellectual disabilities, acquired neurological injury or cognitive impairment.

If officers and staff attend MHS presenting with any of the aforementioned difficulties they are signposted to appropriate services/resources.

These individuals will often be better supported by therapeutic services provided by the NHS (e.g. the Community Mental Health Team / Crisis Team / Home Treatment Team/ Psychological Therapy Services) or other non-statutory service providers that can provide a more specialised approach to treatment (e.g. CRUISE, RELATE, AA, ASCERT).

Links to HSC resources are provided on the MHS intranet page.