Service Policy: PODPOL07 Positive Mental Health & Wellbeing Policy

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Document Control:

Active date	Review date	Author	Editor	Publisher
May 25	February 2028	[redacted]	[redacted]	[redacted]

Amendment History:

Version	Date	Author	Reasons for Change
1.1	2012	[redacted]	Initial draft
1.2	28/11/12	[redacted]	Review in line with Retention Policy
1.3	01/06/15	[redacted]	Annual Review
1.4	01/05/17	[redacted]	Annual Review
1.5	08/05/17	[redacted]	Annual Review
1.6	01/04/18	[redacted]	Annual Review
1.7	01/04/19	[redacted]	Annual Review
1.8	01/03/2020	[redacted]	Annual Review
1.9	01/04/2022	[redacted]	Annual Review
2.0	10.02.2023	[redacted]	Annual Review
2.1	February 2024	[redacted]	Annual Review
2.2	14/05/25	[redacted]	Annual Review

Equalities Impact Assessment:

Initial	Full	Date	Reviewed by	Comments
x		06/08/2012	DAG	Portal: Approved EIA Forms

Civil Contingencies Impact Assessment:

Date	Reviewed by	Comments

Related Documents:

Doc. Type	Ref No.	Title	Location
Policy	RESPOL05	Health Safety & Welfare Policy	Portal: Service Policies
Policy	STRPOL11	Equality & Diversity Policy	Portal: Service Policies
Policy	PODPOL09	Bullying & Harassment Policy	Portal: Service Policies
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
SI	SI0		Portal: Service Instructions
Fire Standard		Leading and developing people	Portal: National Fire Standards

Distribution List:

Name	Position	Department

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Sign-Off List:

Name	Position
DAG	Diversity Action Group

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes		URL	
	No	X	Reason	

Legislation:

Title	Health and Safety at Work Act (1974) Human Rights Act (1988) Data Protection Act (1988) Equality Act (2010)

Contact:

Department	Email	Telephone ext.
Health & Wellbeing Team	[redacted]	[redacted]

POLICY

PODPOL07 Positive Mental Health & Wellbeing Policy

1. Policy Introduction and Background:

Merseyside Fire & Rescue Authority's Positive Mental Health and Wellbeing Policy has been developed in order to promote and encourage positive health and wellbeing at work.

The Policy has been developed in accordance with our Mission and Values. The Authority is committed to protecting the health, safety and welfare of its employees.

The Policy is designed to create an organisational culture where mental ill health issues are identified, minimised and managed before they impact on the wellbeing of staff.

2. Policy Explanation:

It is the policy of the organisation to:

Promote health and wellbeing through its management policies, support services, information networks and health promotions, including alcohol awareness, healthy eating, physical activity, self-management, and by liaising with external agencies such as local health providers.

Prevent, so far as reasonably practicable, those circumstances detrimental to mental health and wellbeing.

MFRA recognises that mental health is as important as physical health. This policy applies to all staff employed by Merseyside Fire & Rescue Service and aims to ensure that all staff feel supported in their work.

We aim to:

- Promote good practice in both physical and mental health & wellbeing activities and share successes across the organisation.
- Provide training for managers and supervisory staff in good management practices appropriate to this policy.
- Ensure all necessary resources are provided to enable managers to implement the organisation's agreed positive mental health & wellbeing strategy.
- Identify those circumstances that may contribute to work-related stress and conduct stress risk assessments to eliminate or control the risks from such stress. These circumstances and risk assessments will be kept under regular review.
- Consult with relevant trade union safety representatives and other stakeholders, where appropriate, on all proposed action relating to staff wellbeing and the prevention of workplace stress.
- Provide confidential psychological therapies such as Counselling and Cognitive Behavioural Therapy for staff whose wellbeing is affected by either work or external factors.

RESPONSIBILITY OF THE ORGANISATION

We have a responsibility to

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- promote an emphasis towards good physical and mental health and wellbeing.
- provide support, resources and advisory services.
- produce and disseminate guidance notes to the Policy.
- offer practical step by step procedures and guidance.
- provide training to staff.
- monitor the effectiveness of this policy through annual reporting.

DEFINITION AND TERMINOLOGY

The World Health Organisation (WHO) defines mental health as 'a state of wellbeing in which the individual realises his or her abilities, can cope with the normal stresses of life, work productively and fruitfully, and is able to make a contribution to his or her community'.

The organisation's duty of care towards its staff is determined externally by legislation such as:-

Health and Safety at Work Act (1974)
Human Rights Act (1988)
General Data Protection Regulation (2018)
Equality Act (2010)

The Equality Act defines disability as "a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day to day activities" and defines "long-term" as "12 months or more". Certain mental health difficulties may fall under this definition and will therefore qualify as disabilities.

3. Policy Implementation:

MFRA exercises its duty of care through this Policy and through the following related polices and notes for guidance:

- Health and Safety Policy
- Equality and Diversity Policy
- Bullying & Harassment Policy
- Grievance Procedure
- Absence and Attendance Policy
- Health and Wellbeing Strategy

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- Capability Service Instruction

The Service Instructions used to underpin this Policy are:

- SI 0782 Positive Mental Health and Wellbeing
- SI 0789 Critical Incident Stress Management
- SI 0819 Service Chaplain
- SI 0820 Stress Risk Assessments

All Policies can be found on the Website

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