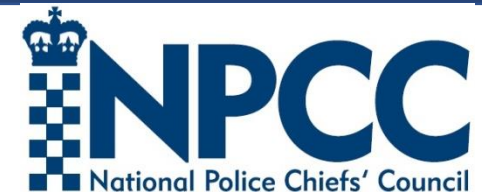

Recruitment, Retention and Wellbeing of Investigators (RRWI)

Wellbeing Week of Action Findings

ACC Martin Brunning (Cambs) & Sarah-Jayne Bray (TVP)



Overview

18

Webinar sessions on multiple topics

1828

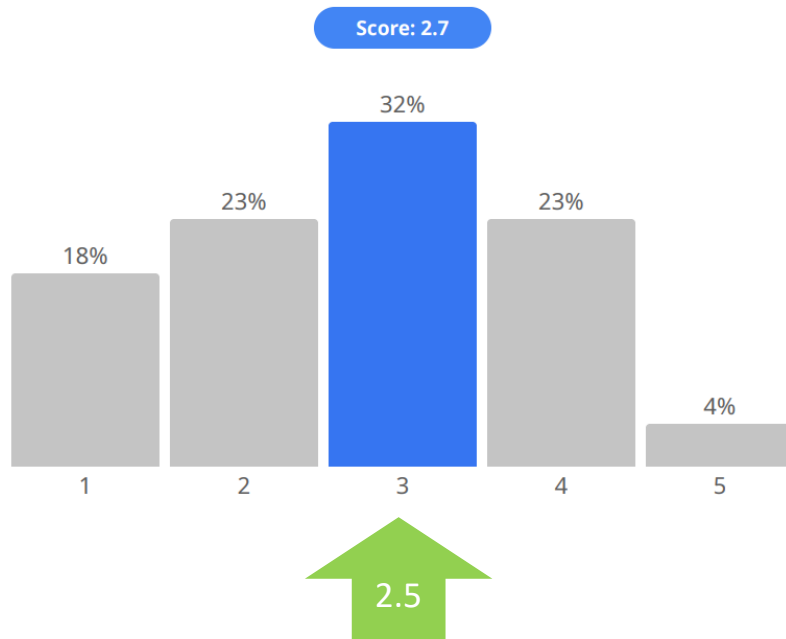
Attendees with **6,597** tickets 'sold' in anticipation of the week

2,200

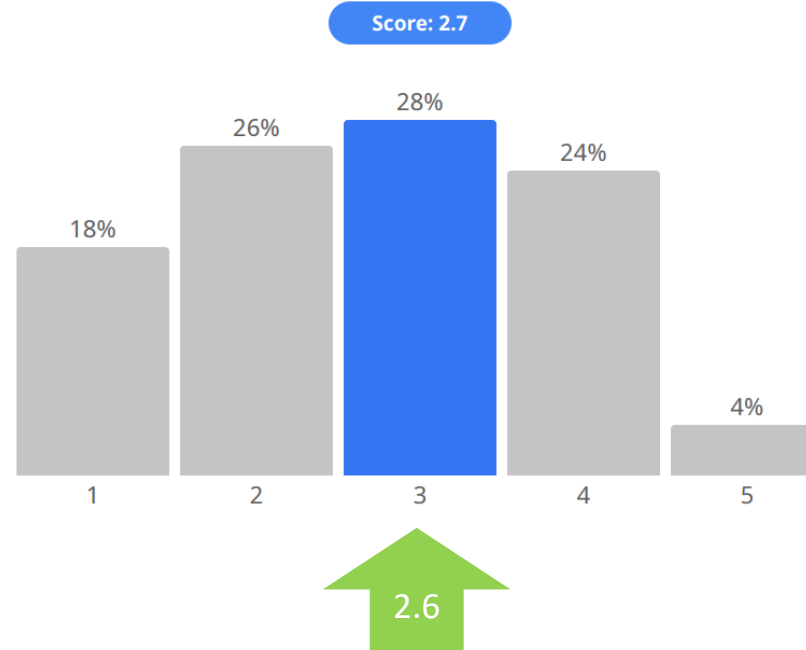
Views of You Tube recordings of the RRWI sessions

Value and Recognition

My Senior Leadership consider Investigator Wellbeing to be a high priority

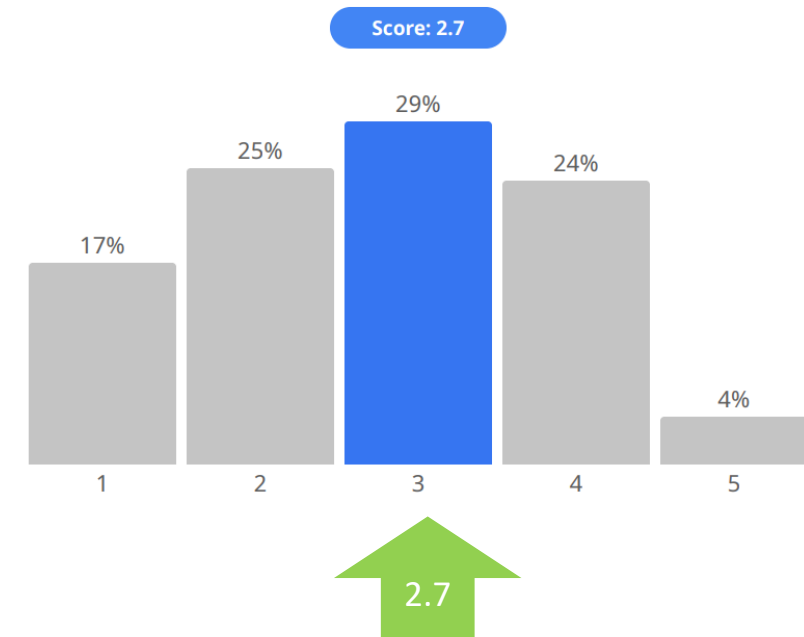


I feel valued for the role I do as an investigator



Still down from a high of 3.0 in 2022

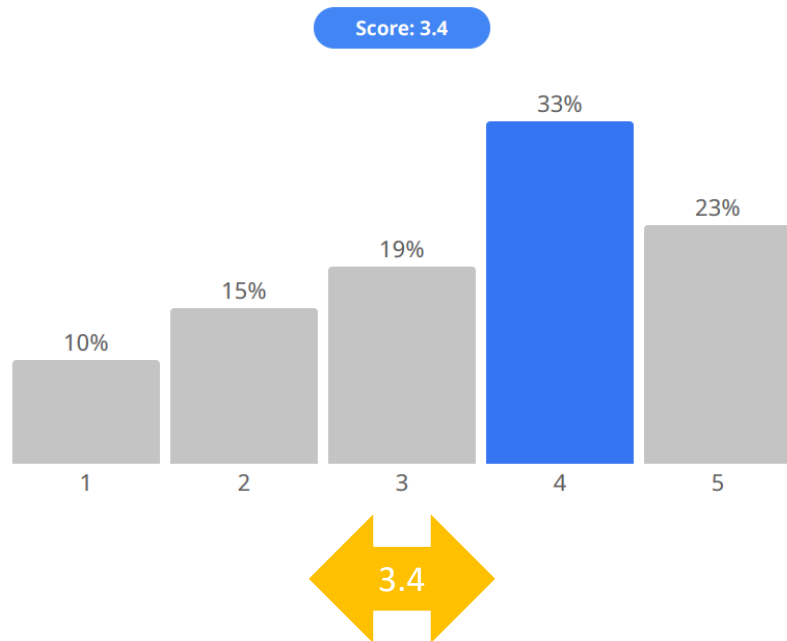
I feel the organisation invests time to ensure I am prepared and trained to undertake all aspects of my role



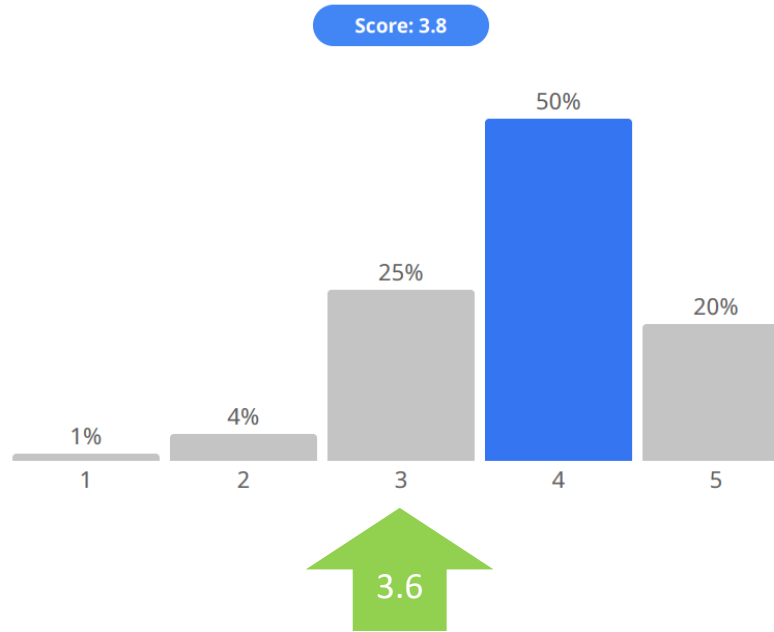
Arrows indicate response from 2022 survey and are not included for new questions

Support

My line manager takes an active interest in my health and wellbeing in the workplace

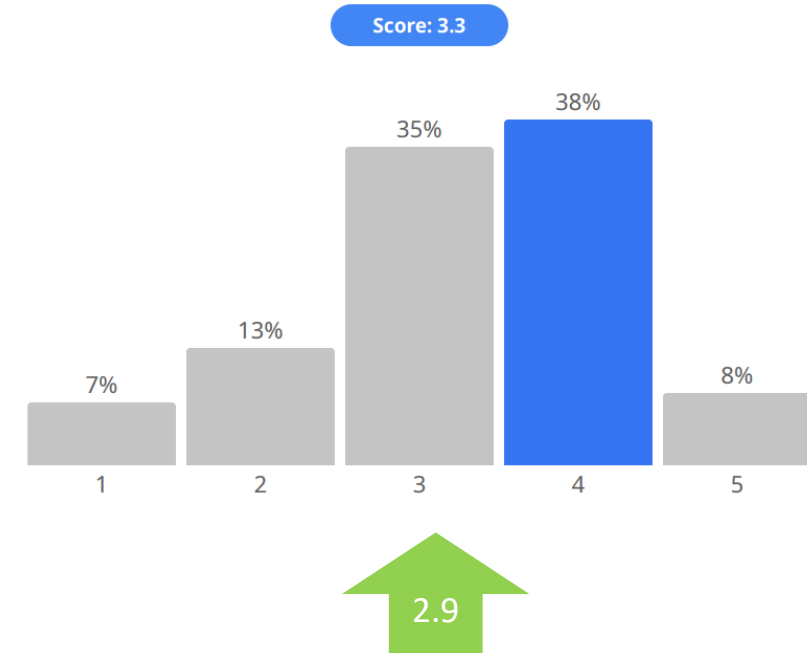


I am aware of how to access support or help for my health and wellbeing, including mental health support



Still down from a high of 4.0 in 2022

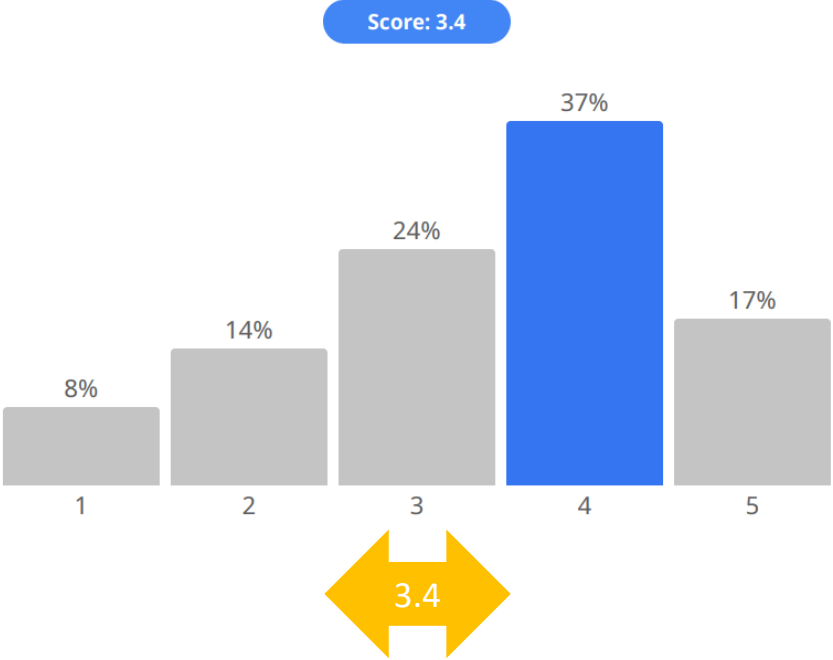
I have access to tools and techniques that help me manage my health and wellbeing



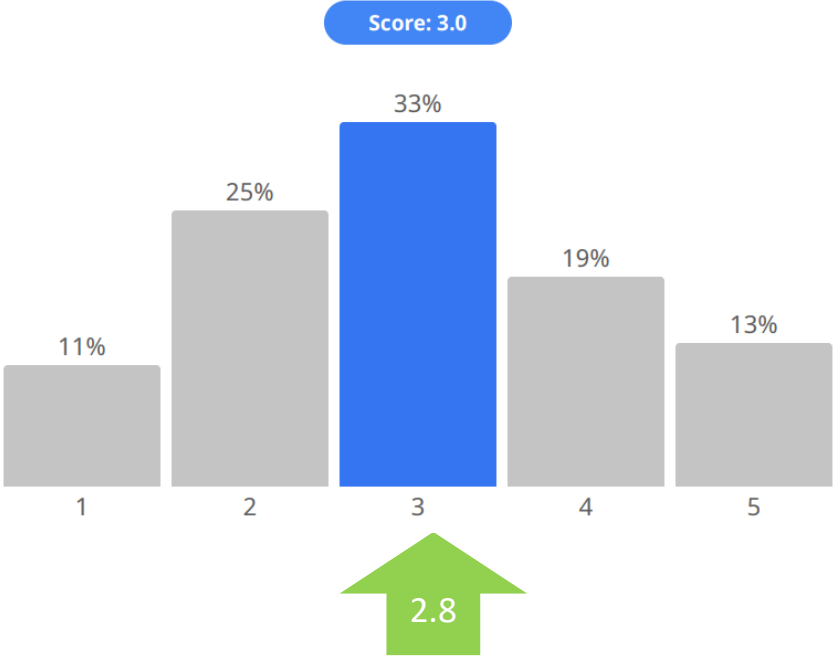
Arrows indicate response from 2022 survey and are not included for new questions

Support

I have someone I can talk to confidentially about personal wellbeing matters

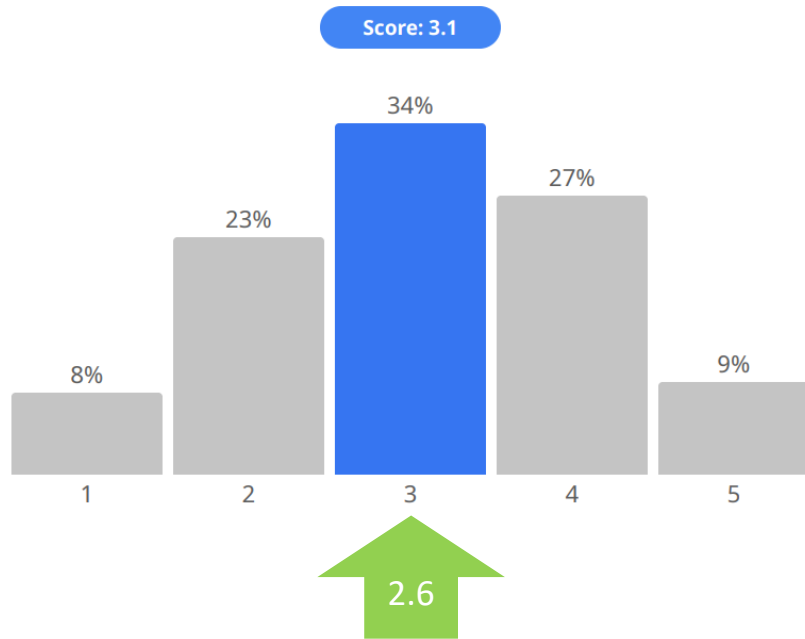


I feel supporting good mental health is a priority for the force

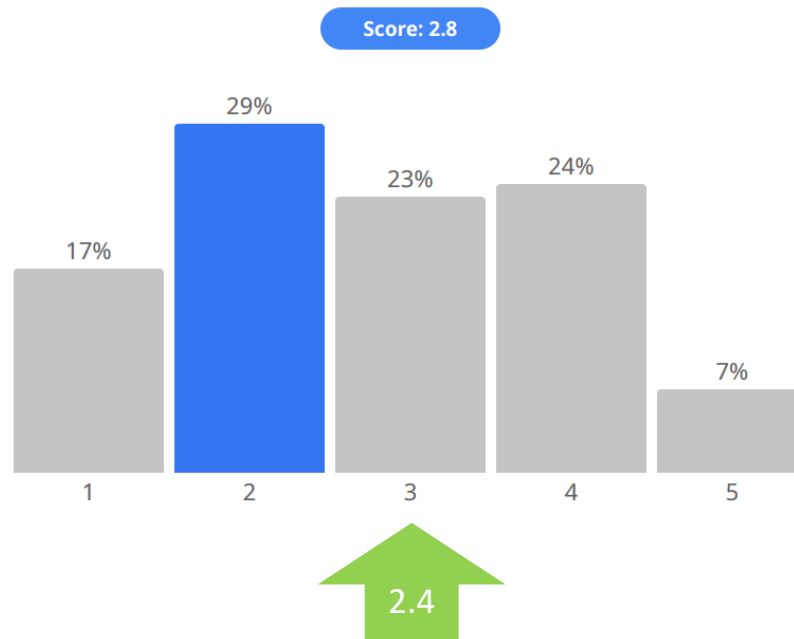


Rest

I am able to balance the demands of work and my home life

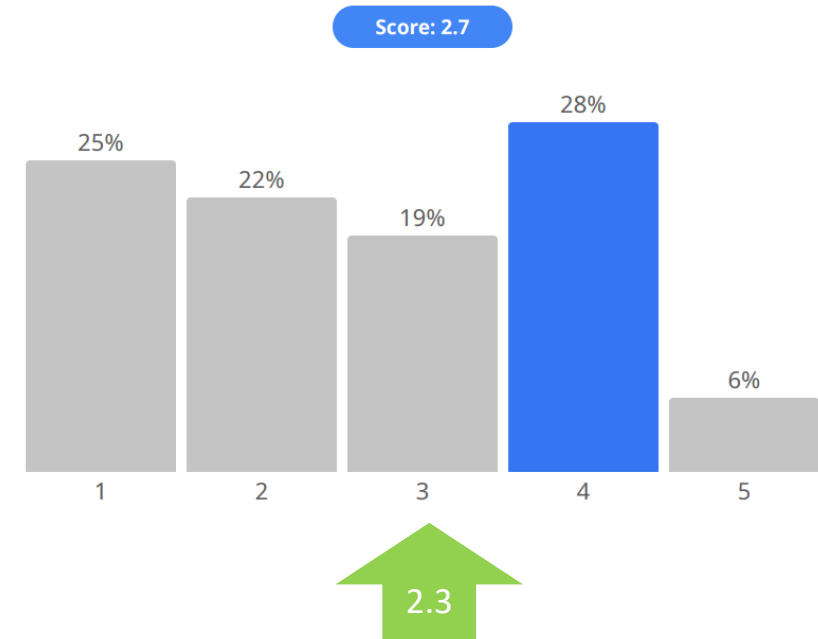


When I leave work or am on leave I can easily wind down and relax



Still down from a high of 4.0 in 2022

I generally find time during the working day to take a break



Demand

What is the biggest demand you face in your role as an investigator?



1. **Workload** – Volume of cases, level of risk and unrealistic deadlines and expectations.
2. **File Prep** – engaging CPS, redaction, action plans and growing administration tasks causing significant pressure, often with little to no impact on outcomes
3. **Resourcing** – many reporting staffing levels of 50% or less resulting in an inability to manage demand and to take time away from the work.
4. **Bureaucracy** – growth in bureaucratic internal processes relating to investigative standards and performance, as well as other internally generated demand such as meetings and reports.
5. **Crime Allocation** – more work routed via investigators due to lack of capacity/capability elsewhere as well as a lack of support in prioritising demand.

Worry

What worries you most about your role as an investigator?



1. **Workload** – Volume of cases, level of risk and unrealistic deadlines causing significant concern, particularly lack of time to undertake thorough investigations.
2. **Mistakes/Failure** – concerns that the high level of demand may result in mistakes or a poor service. Less confident in support from senior leaders when things go wrong.
3. **Wellbeing** – the effect exposure to trauma, stress and burnout is having on motivation, personal life and engagement. This also branches into concern for colleagues, whether as peers or supervisors.
4. **Victim Service** – letting victims down is a key concern, if not doing enough or supporting enough to secure successful outcomes and ensure public safety.
5. **Risk** – worry of the level of risk that investigators are carrying, with little supervision, support or recognition.

Improving Wellbeing Nationally

What more would you like to see the National Investigator Wellbeing Group do to bolster existing support or ensure leaders prioritise your wellbeing?



- 1. Leadership Awareness** – continue to lobby and raise awareness at Chief Officer and Senior Leadership level of the issues faced by their investigators.
- 2. Scrutiny** – monitor the efforts of forces to ensure they are complying with recommendations and meaningfully approaching investigator wellbeing.
- 3. Recognition** – Encourage greater recognition (including Pay Parity) of officers and staff who support investigations, encouraging a feeling of value nationally as well as locally.
- 4. Improve Communication** – Improve reach and engagement throughout the year to share progress and support.
- 5. Training** – improve existing wellbeing training for supervisors and leaders, to ensure latest research is included and importance of wellbeing is embedded at all levels.

Common Themes

Further to the survey, a number of common themes were identified throughout the week of action as raised by those in the chat and through Q&A.

- We talked a lot about **stigma and vulnerability**, more than ever before. When seeking to address and tackle stigma, speakers consistently raised the need to **advocate** for each other to help encourage change.
- Creating a **caring culture** was also a key theme, many speakers and attendees asking how we can encourage teams to treat each other with kindness and ensure psychological safety to speak up.
- **Leadership** was a common theme, good support from first line but less support and visibility from senior leaders. Chief Officers particularly were raised as a concern, with many attendees challenging how the national group are able to influence Chief Constables to prioritise wellbeing and to scrutinise their efforts.
- **Prevention** is an agreed priority, from speakers and attendees. Knowing the signs in ourselves and others was a regular theme throughout the week, with a need to ensure leaders, particularly PIP3/4 are able to recognise signs and signpost to support.
- The barriers are **structural**. Forces need to understand the business risk, review the value of current investment and work to make it easier for officers and staff to stay well at work.
- Forces are not maximising the **tools and interventions available**. There is a wealth of support available locally and nationally but any forces are not featuring key interventions either in strategies or as part of their wellbeing offering, resulting in reactive or ineffective interventions that are seen as 'tick box' by investigators, driving down feelings of value.

Next Steps

- To be shared with the National Investigator Wellbeing Sub Group with a view to updating the 2025/26 plan to reflect key issues highlighted.
- Updated plan to be shared with forces at the RRWI in January 2025.
- Findings to be shared with the Investigative Portfolio and NCCC in the spring, with a view to sharing more broadly with Chief's via Chiefs Net.
- Key issues to be reflected in the agenda for the next Week of Action, due to take place on 10th November 2025.
- Forces are encouraged to utilise the options outlined on the next slide to improve local provision where appropriate.

National Support for Local Issues

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](#)
- Share the **Week of Action** Playlists 2022 2023 2024 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](#)