

Wellness Policy

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Policy statement and principles

What

The Wellness Policy outlines the NZ Police strategy to address workplace wellness.

Wellness is considered in this context as achieving a holistic goal of thriving across mental, social, spiritual and physical health.

NZ Police is committed to the [State Services Commission model standards on Positive and Safe Workplaces](#) and the following principles that underpin this policy:

- Promote an organisational culture that supports wellness
- Provide accessible educational resources and guidance to our people and their whanau
- Ensure our people have access to the appropriate services that support their wellness
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- Continuously improve our wellness service.

Why

The nature of the work of the NZ Police has unique demands on our staff. Our purpose is to be safe and feel safe. This policy addresses the wellness of Police employees so they can continue to safely deliver an outstanding service.

We want all staff to be supported to have open discussions about mental health, reducing the stigma around it; normalising the conversation. Any form of discrimination and harassment must be identified and eliminated from the way we work with each other.

The work tasks and culture of NZ Police should not only protect wellness, but enhance it. Our diverse workforce must feel valued, be enabled to speak with manaaki about their ideas and concerns, and thrive in their role.

How

This policy applies to all NZ Police staff, who will:

- Identify risks to mental health and wellbeing with the aim of eliminating or minimising at source
- Engage in conversations to sustain a wellness culture
- Seek support when needed to remain safe and well at work
- Receive the appropriate support services when needed
- Have leaders that communicate with staff about their wellness and the support available.

Implementation

Safer People endeavour to see all staff **Fit for work and Fit for life** by promoting organisation-wide action:

Promote an organisational culture that supports wellness

- Build collective acceptance and responsibility of wellness
- Connect employees at all levels of the organisation with the wellness framework
- Promote the PHPF framework for positive employee/supervisor relationships
- Challenge workplace stigma through honouring our police values, appropriate behaviour and training

Provide accessible educational resources and guidance to our people and their whanau

- Link in to high quality resources that support good practice in maintaining wellness
- Promote the availability of referral and support services for police whanau

Ensure our people have access to the appropriate services that support their wellness

- Identify early indicators of factors that may adversely affect wellness
- Offer training for all levels of employment to develop an understanding and support for wellness
- Provide services that enable each employee to thrive in the context of their role

Continuously improve our Wellness service

- Report on the state of wellness using proven measures of success
- Regularly re-evaluate the usefulness of methods and resources.

Support services

NZ Police offers multiple support services to assist with areas of concern that are related to this policy. Please engage with the relevant links to find more information.

- [Safer People](#)
- [Wellness Hub](#)
- [Wellness Services](#)
- [Trauma Support Policy](#)
- [Return to Work](#)
- [Physical Education](#)

Associated Services

- [Employee Assistance Program](#)
- [Chaplains](#)
- [Mate to Mate](#)
- [Early Intervention](#)
- [Kia Tū homepage](#)
- [Sick Leave Bank](#)
- [Checkpoint app](#)

Related information

Associated policies can be accessed using the links below.

- [Wellcheck Support Policy](#)
- [Discrimination and Harassment Policy](#)
- [Unacceptable behaviour - Kia Tu policy and guidelines](#)
- [Police High Performance Framework](#)

- [Our Business](#)
- [Our Values](#)

Roles and responsibilities

This table outlines the responsibility of various Police roles in relation to the Wellness Policy.

Employees	<ul style="list-style-type: none"> - Monitor and manage their own wellness and seek assistance when required - Offer support to other employees - Engage with supervisors and support services to manage difficulties - Seek clarification of policy queries when needed - Engage with educational resources and guidelines related to psychological wellness.
Supervisors	<ul style="list-style-type: none"> - Monitor and support psychological safety for their direct reports - Role model supportive and inclusive behaviour in the workplace - Work with employees and support services to navigate wellness issues that arise - Engage in training and/or other educational materials to upskill own ability to support others
Wellness Advisors	<ul style="list-style-type: none"> - Provide assessment and referral to further services if necessary - Monitor and provide assistance, if necessary, for employees who have been referred to further services.
Wellness Team Leaders	<ul style="list-style-type: none"> - Coordinate the provision and development of wellness services - Monitor wellness service delivery to ensure employees receive appropriate assistance
Wellness Manager	<ul style="list-style-type: none"> - Ensure procedures are working well to enhance wellness and minimise risks of psychological harm - Lead a strong Wellness group delivering wellness and health promotion services to employees - Support a wellness culture, reduce mental health stigma, and provide strategic thought leadership in wellbeing - Provide advice, plans, and assurance on all matters relating to wellness to the executive
Health Promotion Manager	<ul style="list-style-type: none"> - Help shift organisational culture in relation to mental and physical health awareness, encouraging active reporting and early intervention - Develop a coordinated approach to health promotion to reduce barriers across NZ Police - Lead the delivery of accessible information and education, promotion events and campaigns - Support leadership role modelling and promote zero tolerance of discrimination
Director: Safer People	<ul style="list-style-type: none"> - Lead an effective wellness and safety strategy and enable our people to deliver it - Influence, innovate, leverage partnerships, and address challenges to build a culture of wellness and safety
Executive	<ul style="list-style-type: none"> - Ensure that the working conditions and culture support and enhance mental health - Encourage reporting of discrimination and harassment - Take every opportunity to recognise a diversity of perspectives and let people know they are valued