

# How to fix the mental health of your police officers & staff

## Provide internal support

Unlimited, confidential, swift access to internal counsellors, extending to family members, to discuss any issue, work-related or personal. Self-referral.

Build up a peer support network of volunteers who are trained to provide initial support for colleagues and signpost further

## Work environment

Following an incident, gather evidence and then prioritise the mental health of those involved in the incident. They should be treated humanely and with empathy, and whatever the situation, should be given any necessary support

## Change Police Culture

Create an environment where it is safe, encouraged and normal to talk about how you have been effected by events.

Police Chiefs should lead the way. They should have regular mental health check-ups and talk about them openly. They should also be encouraged to talk about their own mental health and should urge all their staff to start sharing and going to their check-ups.

## Mandatory check-ups

Every officer and operational member of staff should attend a mandatory session with a counsellor once a month. They can choose an internal or external professional. Making them mandatory, and having Chiefs attend their own, does not weaken the reputation of those using the service

## Emergency Stress Pit Stop

External, confidential online course. Provided by a former police officer with 1<sup>st</sup>-hand experience and understanding of the job and all its challenges, now an accredited life coach specialising in stress of front-line police.

Available globally on the Police Science Dr Academy

## Provide external support

Unlimited, free, confidential, swift access to external coaches and therapists who have experience in dealing with law enforcement personnel. Self-referral.

## Education & Training

Mandatory training on resilience, mental health, handling stress, shifts & trauma for each officer, with 6-monthly refreshers

Free internal yoga and mindfulness classes

## Shifts

From a biological standpoint, night shifts should be no longer than 8 hours. Humans should not be awake for more than 17 hours at a time. Shifts of up to 8-10 hours maximum are best for health and performance.

## Mental Health in Policing

To watch the webinar that these recommendations come from, visit

[www.PoliceScienceDr.com/mh](http://www.PoliceScienceDr.com/mh)



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