

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number: **26/2022**

Title: **Time to Listen – Staff Therapy**

Executive Summary:

Over 14 million direct working days are lost each year because of stress, anxiety, low mood, and other psychological difficulties. Psychological factors are also associated with lower immune response (leading to illness) and muscular skeletal problems, which are also common reasons for sickness absence. Even when in work, any employee experiencing stress, anxiety or low mood will be unlikely to perform in a way that is required. Employee burnout is debilitating, it steals enjoyment, energy, passion, and productivity.

By providing a private, safe, trusting space for staff to address stress, emotional issues, and other external factors in their lives, impacting on their ability to perform duties/tasks in the workplace, will have significant benefits to the organisation. Investment in staff wellbeing can improve performance and job satisfaction, which can lead to reduced staff turnover. It can also help to reduce absence, both short and long term, increase productivity, and promote staff engagement.

The Time to Listen service is founded on the principles of Carl Rogers and the Person-Centred Approach, all psychotherapists/counsellors embrace and work within these values in addition to specialising in adoption, attachment and trauma. Person-centred therapy focuses upon the power of the relationship between the therapist and the client to affect change. Given the right relationship the individual has within themselves the capacity for growth, change and development. Counselling is a collaborative effort, offering confidentiality in a warm, safe environment. By providing compassion, understanding and acceptance it enables the client to express their true feelings without fear of judgement.

Decision:

That funding of up to £1085 per permanent staff member is provided for the purposes of individual therapeutic intervention **if required**.

Background Report: Closed due to staff confidentiality

Police and Crime Commissioner for Humberside

I confirm I have considered whether I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

Signature



Date 25/05/2022