

The Idea – Pause Point

Pause Point (see appendices for full explanation) introduces a formal structure that allows supervisors to have what are sometimes difficult conversations with staff at key points within their development on joining PVP and yearly thereafter. As this applies to all our staff the formal process ensures that welfare is embedded throughout our teams and also removes any perception from members of staff who may need to take a break or consider other career paths that they are being singled out.

How did you do it?

This would entail:

Robust welfare discussions in every one to one

1) Pre join interview based on officer/staff resilience for role.

2) 3 months initial review with supervisor to discuss progress and any emerging issues. This will ensure suitability for nature of work and continuing in role as appropriate.

3) Further review at 6 months.
First line manager

4) Review for all officers every twelve months.
Second line manager to complete this.
Inspector or DCI

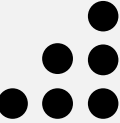
5) Review at 3 years to establish if the officer is still thriving within the role. Where not thriving a welfare based role move needs to be explored.
To be completed by First and Second line manager

Budget Required
Ease of Implementation
Impact on Investigators
Link to Resources



Microsoft Word Document

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Top Tips for Implementation

1. Whole force buy in
2. Leadership teams adopting
3. Needs to be part of annual appraisals