



**BRITISH  
TRANSPORT  
POLICE**

# HR POLICY STATEMENT

## EMPLOYEE CARE

### Feeling good, working well

#### **Why are we doing this?**

Working for BTP can be tough and, sometimes, stressful. By minimising the impact of stress we can help all our people cope with the demands of their jobs and get the most out of their working lives.

#### **What do we want to achieve?**

We are focusing not just on physical and mental health, but all-round well-being; the feeling of being ready to put the most into your work and get the most out of life. We want to reduce the impact of work-related illness and sickness, not just for the benefit of our overall performance, but for every man or woman who works with us.

#### **Who does this policy affect?**

Everyone – all officers and staff. We'll also expect organisations who supply staff and services to fully embrace the spirit of what we want to achieve, even if they have their own health and well-being policies and practices.

#### **Making it happen**

We will seek and provide expert, professional help and support from the best possible sources, external as well as internal.

We will be proactive as well as reactive – promoting safe working practices and providing good advice for healthy living as well as making sure expert services are on hand when people fall ill.

We will provide confidential access to expert help and advice on a whole range of health and personal problems.

Our own performance will get a regular 'health check' to make sure we are keeping our promises and meeting all our commitments in health and welfare.

#### **Where to go for help or advice**

If you have any questions about this policy and how it affects you, talk to your Human Resources Department or the Occupational Health Advisors. The appropriate support group can also help; you can contact them through the Intranet.