



Northamptonshire Fire and Rescue Service

Please ask for: Service Information Team Leader

Tel: 01604 797000

Our Ref:

Your Ref: N/A

Date: 06 October 2020

If you have any difficulty in obtaining the above telephone number please email enquiries@northantsfire.gov.uk.

Re: Request for information (our ref: NFRS2020-227-258)

I am writing in response to your request for information under the Freedom of Information Act 2000, received 11 September 2020. Our response is provided below:

Q1 Upon entry to the fire brigade are there any psychometric tests to assess the mental stability of individuals regarding the stressors of exposure to trauma? (Past mental health history, any current issues etc.)

Within Northamptonshire Fire and Rescue Service (NFRS) we do not carry out any psychometric tests to assess mental stability regarding stressors of exposure to trauma. Any issues would be picked up at a medical.

Q2 Are there any current monitoring techniques such as questionnaires that are undertaken regularly in order to assess the mental health of employees? (Are they only if a serious incident occur or a regular, compulsory exercise for employees)

NFRS carries out a yearly night worker questionnaire for all staff working shifts. NFRS conducted a wellbeing survey as part of work from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and as a result of the work completed by the Wellbeing Support Team.

NFRS receives management reports from the Employee Assist Programme (EAP) which tell us the types of calls and how many which includes mental health. NFRS also get a quarterly report from our service provider for intense therapy such as Post Traumatic Stress Disorder (PTSD).

Q3 Regarding mental-health treatment, do individuals need to reach out for help, or is it regularly offered to employees?

This is regularly offered to employees through staff communications and meetings.

Continued.../2



Q4 *What kind of help do you offer to those suffering with mental health issues?*

The services offered to NFRS employees include:

- Wellbeing Support Team
- EAP
- Kind Minds (external provider)
- Sapper Support
- The Fire Fighters Charity (FFC)
- Trim trained staff

Q5 *Is your department currently working on any improvements to your mental health facilities?*

Yes, the Wellbeing Support Team has been doubled in size to accommodate proactive work and more diverse services are also being offered in conjunction with The FFC.

Q6 *Upon retirement or leaving of the fire brigade do you offer any follow up mental health support for employees?*

Employees become beneficiaries for life of The FFC once they have completed 5 years of service and therefore can access the FFC's services for mental health support. Sapper Support also provide support for employees upon retirement or leaving the Service.

If I can be of any further assistance, please do not hesitate to contact me quoting reference NFRS2020-227-258.

Yours sincerely

Service Information Team Leader

If you are unhappy with the response, you can ask the Service to review it. To do this, please email enquiries@northantsfire.gov.uk or alternatively write to the address below:

Service Information Manager
Northamptonshire Fire and Rescue Service
Moulton Logistics Centre
Moulton Way
Northampton
NN3 6XJ

If our internal review does not resolve the issue to your complete satisfaction, you have the right to apply to the Information Commissioner for a decision at the following address:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF