



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Health & Well-being

Mental Health Support 'Mindful employer'

Dorset & Wiltshire Fire and Rescue Service have signed up to the Mindful Employer Initiative, the Charter for Employers who are positive about mental health. The Charter provides a voluntary set of aspirations for DWFRS to work towards to help support staff with mental health conditions.



Blue Light Programme - Mind is delivering the Blue Light Programme to provide mental health support for emergency services staff and volunteers from ambulance, fire, police and search and rescue services across England and Wales.



Mindful Employer - Provides employers with easier access to information and support to help staff who experience stress, anxiety, depression and other mental health conditions.

Counselling - The Service is working with an external counselling provision to provide private and confidential counselling service to DWFRS members of staff. Counselling is available to all DWFRS staff and their immediate family members, and retired staff and their immediate family members.

TRiM - Trauma Risk in Management (TRiM) is a system developed by the Royal Marines and widely adopted by the military, a number of police forces and fire and rescue services and is considered an effective form of stress management. This is stress which follows as a result of a traumatic incident. This can be any event from a minor accident to a major disaster. It can affect survivors, victims, rescuers and helpers as well as onlookers, witnesses, colleagues, friends and family members.

Eye voucher – Employees are eligible for free eye tests and a discount towards glasses

Flu Vaccinations – Employees are eligible for flu vaccinations

Routine medicals – Employees are eligible to request a routine medical for their own personal motives

Free gym access – Within our stations employees are eligible to use the equipment free of charge including a full induction by one of the service's PEI's (this includes treadmill, rowing machine, exercise bikes, weights)

Leisure centre access – Employees are eligible to use the Five Rivers swimming pool facilities at a Corporate discounted rate. <http://www.wiltshire.gov.uk/leisure-memberships>

Physio sessions – The service offer up to 6 physio sessions to provide interim support for any condition to support the health and wellbeing of the individual.



Fire Fighter charity – Helping everyday heroes recover their lives by supporting their physical health, mental health and social wellbeing. All Service employees including their family members are eligible: <https://www.firefighterscharity.org.uk/>