

21st March 2024

Dear

FOI Request

Thank you for your Freedom of Information dated 28th February. In your request you asked for the following information.

1. Details of employee wellness and mental health programs offered by the HMCPsi during the period 2018-2023. This could include, but is not limited to, the types of programs offered (e.g., counselling services, mindfulness training, stress management workshops), the providers of these programs, and the frequency and duration of each program.

2. The total cost of employee wellness and mental health programs implemented by the HMCPsi during the period 2018-2023. Please break down the costs by program type or category where possible.

3. Any available data on the effectiveness of the HMCPsi's employee wellness and mental health programs. This could include data on employee satisfaction, absenteeism rates, presenteeism rates, staff turnover, or other relevant metrics.

In relation to questions 1 and 2, we do hold information in the scope of your request.

- Resilience, stress management and mental health presentation to HMCPsi staff held on 6th October 2021.
Cost for this session including VAT = £822.00
- 2 days 1 to 1 support sessions from the same provider held 11th and 13th January 2022.
Cost for this session including VAT = £1440.00
- 2 half day virtual sessions held for managers on how to recognise and help staff with mental health, stress etc held on 25th January 2022 and 11th February 2022.
Cost for each these sessions including VAT = £420.00
- The total cost of the employee wellness and mental health programs implemented by HMCPsi during the period 2018 to 2023 = £3102.00.

We have also held, during this timeframe, a number of inhouse sessions run by our own Wellbeing Champion which have not incurred any costs.

As part of our duty to provide advice and assistance, HMCPsI is a small government department of under 30 staff and as such we have a number of shared service agreements with other larger departments and our staff have been invited to join in on their wellbeing sessions which we are not charged for.

Question 3 – We do not hold the information in the scope of this question. As mentioned above we have a number of shared service agreements and we have one for our HR services and all data on absences, reasons for absence are held by this department.

If you are dissatisfied with any aspect of our response to your request, please send full details within two calendar months of the date of this email and send to the below email address: info@HMCPsI.gov.uk

You also have the right to ask the Information Commissioner to investigate any aspect of your complaint. Please note that the Information Commissioner's Office (ICO) is likely to expect the internal complaints procedures to have been exhausted before beginning an investigation.

Yours sincerely

HM Crown Prosecution Inspectorate