



Response Date:13/01/2026

2026/044 - Psychological Surveillance in High-Risk Roles

In response to your recent request for information regarding;

1. Does your force currently implement any form of psychological surveillance or monitoring for officers in high-risk roles?

Yes we do

2. How does the force identify which roles pose a high enough risk to trigger monitoring?

We follow guidance from the National Police Wellbeing Service (Oscar Kilo) and we have also reviewed all the different roles within North Wales Police to determine what the psychological risk is of each using a risk matrix.

3. Which roles have been identified as high risk, if any?

- A number of roles within our Protecting Vulnerable People Unit (e.g. Management of Sexual Offenders, Domestic Abuse Officers, Online Child Abuse Investigation, Exploitation Team)
- Our Collision Investigation Team
- Our Coroners Team
- Our Crime Scene Investigators
- A number of roles within our Digital Forensic Unit
- Firearms Team
- Roads Crime Unit
- Serious Collision Investigation Team

4. If yes, what methods or tools are used (e.g., regular psychological assessments, digital monitoring, behavioural analytics)?

We invite anyone in High, Medium or Low Risk roles to complete psychological screening. For High Risk roles, this is through an in person discussion. For Medium Risk, it could be in person or by completing an online questionnaire. For Low Risk, it is through an online questionnaire.

5. Are these measures mandatory for all officers in designated high-risk roles?

For High Risk Roles, the in person discussion is mandatory.

6. What percentage of officers in high-risk roles complete psychological questionnaires, surveys, or assessments?

Currently an average of 81%.

7. What steps are undertaken if an officer fails to comply with completing psychological surveys or assessments?

The individual is sent a reminder and their Line Manager is made aware that they haven't yet completed the screening.

8. How frequently are these questionnaires or assessments administered?

On an annual basis, but they can be used more frequently if there is concern over an individual's psychological wellbeing.

9. Which internal department or external provider is responsible for administering these measures?

Our Medical Services Team administer the psychological welfare surveillance scheme.

10. Should a psychological questionnaire suggest an officer is at risk of psychiatric injury, what measures/adjustments are available to the force take to mitigate that risk?

There are a range of different approaches which could be taken if the officer appears to be at risk and this will depend on the individual circumstances. It could include provision of advice / guidance on the signs we are being negatively affected and how to manage psychological risk; ongoing welfare support; referral for counselling or trauma therapy; consideration of adjustments to the role to reduce the level of risk.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 12/01/2026