



# CERTIFICATE

For the Participation of

**Ales Marn**

at seminar

**Workplace Wellbeing**

**Develop and implement a framework to enhance and incorporate  
Wellbeing across Police Forces**

01-07-24 to 05-07-24

## Training Team

**Helen McGrath** – Garda, An Garda Síochána, Police Service of the Republic of Ireland

**Patricia Devine**, Garda, An Garda Síochána, Police Service of the Republic of Ireland.

**Joe Clare**, Sergeant in the Garda National Bureau of Criminal Investigation, An Garda Síochána, Police Service of the Republic of Ireland,

**Hugh Cullen**, Detective Garda in the Garda National Bureau of Criminal Investigation, An Garda Síochána, Police Service of the Republic of Ireland.

## Content

*Defining Workplace Wellbeing.*

*Creating a wellbeing framework.*

*Introduction of the 8-step framework to create a wellbeing framework.*

*Crafting steps 1, 2, & 3 of the 8-step framework, focusing on leadership, wellbeing champions and data.*

*Crafting steps 4, 5 & 6 of the 8-step framework, focusing on operational plan, interventions and strategy communication.*

*Crafting steps 7 & 8 of the 8-step framework focusing on creating a supportive environment, evaluating progress and ensuring success.*

*Resilience and its importance, and how to incorporate it into the workplace.*

*Movement and its benefits.*

*Health and Safety, WHO and legislation governing Safety, health and wellbeing in the workplace.*

Gimborn, 05.07.2024

**René Kauffmann  
Neuhoff**

**Ulrike**  
Direktor

Educational Referent