

Greater Sudbury Police Services

Board Meeting
April 20, 2016

Member Support Programs,
Services and Teams



AGENDA

Philosophy

Occupational Stress Injuries/Critical Incidents

Bill 163 - Supporting Ontario's First Responders Act (Posttraumatic Stress Disorder), 2016

Essential Ingredients to Workplace Wellness

Programs and Services Available

Questions and Discussion



GSPS WORKPLACE PHILOSOPHY

- Our members are our most valued asset and resource
- Workplace wellness starts from date of hire to retirement and post retirement in many cases
- Promotes an environment of inclusiveness
- Well communicated commitment with open discussion and understanding to health and wellness
- Mission and value statements promote and support wellness and work life balance



OCCUPATIONAL STRESS INJURIES

Wide acceptance that policing is one of the most stressful occupations: Why?

- Types of calls
- Exposure to confrontation and violence
- Day to day involvement with traumatic events & death
- Daily work with offenders
- Shiftwork
- Exposure to communicable diseases
- High level of public accountability
- Highly disturbing situations
- Suicides, homicides, vehicle collisions, serious injury, etc.



CRITICAL INCIDENT STRESS INJURIES

- Any situation that could cause one to experience unusually strong emotional reactions at the scene or subsequent to the occurrence
- Critical Incident Stress is the body's normal reaction to an abnormal event
- May lead to Post Traumatic Stress Disorder if not addressed



BILL 163

Supporting Ontario's First Responders Act (Post-traumatic Stress Disorder), 2016

- Creates a statutory presumption by WSIB in granting workers' compensation benefits to first responders diagnosed with post-traumatic stress disorder ("PTSD").
- Diagnosis must be by psychiatrist or psychologist and be presumed work-related



BILL 163

First responders covered by the legislation:

- **police officers**
- firefighters
- paramedics
- emergency medical attendants
- members of an emergency response team
- ambulance service managers
- workers in correctional institutions
- places of secure custody or places of secure temporary detention and
- **dispatchers for these services**



BILL 163

- Under the new law, employers are also required to develop plans to prevent PTSD as well as publish such plans.
- GSPS already had several programs and services available.

The health of everyone remains a top priority and we welcome this positive change.



ESSENTIAL INGREDIENTS OF EMPLOYEE WELLNESS



ORIENTATION

ESSENTIAL COMPONENT FOR ALL NEW HIRES



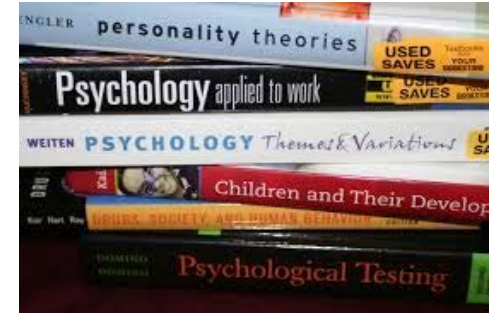
All members are provided with literature as well as discussions held on:

- Work-life balance
- Self-care and nutrition awareness
- Internal services available to members i.e. EAP, Health & Wellness, Peer Support
- Income Protection Plan program
- General discussion prior to going to college about the job and fears
- Encouraged to talk about stressors



ORIENTATION continued...

- Meeting with service psychologist
- Training Programs
 - i.e. Lifestyle Stressor, Self-Awareness, PBL and Self-Regulation
- Each new recruit is provided with a copy of Kevin Gilmartin's book "Emotional Survival for Law Enforcement"



EMPLOYEE ASSISTANCE PROGRAM (EAP)

Private and confidential service



Short-term counselling services for employees & family members

Marital	Loss
Family	Job pressures
Stress	Substance abuse
Anxiety	Financial
Depression	Legal
Grief	



HEALTH AND WELLNESS COMMITTEE

Internal employee-driven committee engaging members to maintain balanced and healthy personal and professional lifestyle

Provides guidance and leadership in workplace wellness initiatives

Plans and organizes events such as employee appreciation, wellness challenges, etc.

Fitness: encourages fitness, maintains on-site gym facility, promotes fitness facility memberships, has certified fitness trainers, maintains Annual Fitness PIN incentive Program



PEER TO PEER SUPPORT

Provides an “in-house” resource consisting of specially trained members to assist members

Recognize the possible reactions, signs, and symptoms of stress – reaching out to members proactively

Lends support in managing both personal and professional crisis



MENTAL HEALTH SUPPORTS

Road to Mental Readiness Training Program

Goal: To reduce stigma that often surrounds mental health problems and mental illness and further increase resiliency

**Four designated in-house trainers*

All members receive 4 hours of training and supervisors receive 8 hours training

- **Equip members with the insight to understand normal reactions to stress and how to manage these reactions providing the ability to recover**
- **To improve short-term performance and long-term mental health outcomes**
- **To reduce barriers to care and encourage early access to care**



Mental Health



CRITICAL INCIDENT STRESS MANAGEMENT TEAM

Run by certified Critical Incident trained Members

Focus: On early intervention and identification of symptoms during critical incidents.

Goal: To provide support and assistance and mitigate cumulative effects that may lead to PTSD by:

- Conducting CISM Defusings and Debriefings
- Educating to prevent further, more serious difficulties
- Providing information on other resources available (EAP), Peer Support Assistance



PREVENTION
EDUCATION
INTERVENTION



PROFESSIONAL PSYCHOLOGISTS

- ❖ On retainer to provide directed psychological referral and/or assessments
- ❖ Assist members on member request, or by a peer/supervisor
- ❖ Specialized units receive one-on-one and/or discussion groups



POLICE ASSOCIATION

- **“Reach Out Committee”**

Volunteer group of members who provide help with routine daily activities when members are off due to illness or injury

i.e. Snow shoveling, lawn maintenance, cleaning, meals, driving to appointments, etc.



BENEFITS INCOME PROTECTION PLAN EARLY AND SAFE RETURN TO WORK

- Benefits – provided/sponsored by employer including extended health & dental
- Income Protection Plan
 - Sick leave benefits
- WSIB Claims Management
- Early and Safe Return to Work Program – promoted/encouraged/supported by the organization

Employee benefits
Employee benefits are provided to employees in salaries. In instances where wages for some other form as a 'salary sacrifice' or 's

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INCLUSION TEAM

Internal team that promotes an inclusive environment guided by fairness, respect, equality and dignity leading to a workplace RICH in our values

Leads activities around respect where a culture of diversity and inclusiveness is integrated into day to day operations

Motto

“Where an open mind is limitless”



CHAPLAINCY

Supports the spiritual and emotional well-being of members and families

Assists and supports employees in a variety of ways

- Ceremonial functions
- Police funerals
- Marriages
- Other special Events



RESPECTFUL WORKPLACE

A place to work where employees:

- feel safe
- are treated fairly
- understand the importance of respect for equality, dignity and human rights

Focus is on achieving resolutions to workplace conflict, harassment and discrimination



REWARD AND RECOGNITION

Research shows that feeling appreciated makes a person feel good

GSPS values its employees



Appropriate and fair reward and recognition improves
worker self esteem and self-image

Examples: Written commendation, Nickel Awards, Employee Appreciation, Long Service Recognition, Our Shared Commitment Awards



WORK LIFE BALANCE AND HEALTH IT'S IN OUR HANDS!

OUR MEMBERS ARE OUR MOST
VALUABLE RESOURCE !

Thank you.



QUESTIONS AND DISCUSSION

