



# **RESPONDER HEALTH AND SAFETY PROGRAM**

## PROGRAM DEVELOPMENT GUIDE

### **PROGRAM GOALS:**

- (1) Increase awareness of available resources their purpose, &
- (2) Increase access to available resources

### **PREPAREDNESS Resources:**

*Purpose: Increase awareness of how job stress & trauma impact emergency response and support resources.*

#### **Does your agency promote or provide for your personnel:**

- Education about the impact of job stress on emergency service workers?
- Information on available resources (i.e. EAPs, Peer Support Programs, Debriefings or wellness) to employees?
- Additional education (lasting more than 30 minutes) on how to effectively address job stress?
- Training or resources on supporting victims in adapting to and coping with extreme stress?

### **RESPONSE Resources:**

*Purpose: Encourage peer support, acknowledge critical experience, assess needs, identify resources, create opportunities for sharing experiences.*

#### **Does your agency promote or provide for your personnel:**

- Formal approach for debriefing services or Critical Incident Stress Management resources?
- Formal review process for potentially traumatic events?
- Immediate access to a support resource (peer support, chaplains, counselor)?

### **RECOVERY Resources:**

*Purpose: Promote integration of experience for personal and professional growth, relief from behaviors negatively influencing health & functioning.*

#### **Does your agency promote or provide for your personnel:**

- Access to Counseling Services through an Employee Assistance Program or other resource?
- Information regarding Counseling Services and available counseling resources?
- Access to other resources for processing critical and traumatic incidents (i.e. online resources)?
- Resources to address suicide in emergency services?
- Training your Employee Assistance Program on unique needs of emergency service workers?

### **MITIGATION Resources:**

*Purpose: Taking intentional actions to develop capacity to mitigate negative impact of job stress.*

#### **Does your agency promote or provide for your personnel:**

- Training to develop or strengthen a peer support program?
- Training to develop skill sets for strengthening responder's ability to effectively adapt to and manage job stress and traumatic events such as resiliency training?
- Training to develop skill sets to recognize signs of stress & caution in peers?
- Training on how to recognize signs of suicide within emergency service work?