LOOKING TO HELP?

A roadmap for promoting positive mental health in first responder organizations

SENIOR LEADERSHIP COMMITMENT

- Select one senior leader to be responsible for the strategy
- Read *Recommended Practices*
- Visibly champion the strategy
- Allocate sufficient financial and human resources
- Remove barriers and help people responsible for action

WORKPLACE EVALUATION

- Use *Guarding Minds @ Work assessment tools*, incl. organizational review and online survey
- Identify key risks and workforce stressors
- Establish baseline measurements for future tracking & evaluation

GAP ANALYSIS

- Use *Recommended Practices*, and the *Recommended Practices - Gap Analysis Tool*
- Integrate these with *CSA Z1003, the national standard for Psychological Health and Safety in the Workplace*
- See what you have in place and what needs to be in place
- Use workplace evaluation to establish priorities for action
- Track progress
- Regularly communicate progress and gaps to senior management

PRACTITIONERS

- Identify mental health practitioners with expertise in treating common issues in first responders
- Source occupational awareness training for these practitioners
- Develop a referral list for your employees

MENTAL HEALTH & PEER SUPPORT POLICIES

- Use *Developing a Mental Policy*, *Developing a Peer Support Policy*, and *Overview of Peer Support Programs*
- Involve employee groups in the development of the policies (and peer support program)
- Develop guidelines
- Communicate these to employees
- Review annually

EDUCATION & TRAINING

- Use *Overview of Workplace Training Programs* to identify KSAs for workplace groups and available courses
- Source training providers and/or use employees to deliver training (train the trainer)
- Deliver training to every employee appropriate to their workplace group

Use the “Share it. Don’t Wear It.” campaign materials to promote these to employees

MONITOR & CONTINUE RECOMMENDED PRACTICES

- Perform ongoing evaluation to track changes in risks and workforce stressors, and effectiveness of interventions.
- Use *Recommended Practices*, and the *Recommended Practices - Gap Analysis Tool* to determine what other gaps exist
- Continue to implement the *Recommended Practices*
- Review for latest evidence-informed practices

This roadmap is for leaders and others responsible for policies and programs designed to support the mental health of their employees. It will help you get started and know the direction to take.

Visit BCFirstRespondersMentalHealth.com.