



Public Services Health & Safety Association:
Leading Innovation... Join Us

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BUILDING A PTSD PREVENTION PLAN

Supporting Ontario's First Responders: www.firstrespondersfirst.ca

Post Traumatic Stress Disorder (PTSD) is a mental health condition caused by witnessing or experiencing actual or threatened death, serious injury or violence. Ontario has taken steps to address the harmful impacts of exposure to traumatic events on first responders including requirement for employers to develop PTSD Prevention Plans. On April 23, 2017 employers in the first responder community, including Firefighters, Police, Emergency Medical Services and Corrections are being asked to submit their PTSD Prevention Plans to the Minister of Labour.

PSHSA is ready to help employers establish their PTSD Prevention Plan and Program. Our team has extensive experience in the first responder community as well as mental health professional expertise.

Our services meet the needs of any organization regardless of size, resource availability or location. The services are based on the PTSD Prevention Framework and encourages organizations to build a plan that aligns with their culture and existing Health and Safety Management System.



BUILDING A PTSD PREVENTION PLAN

A Prevention Plan will help your organization:

- Understand the impact of traumatic exposures on workers and the workplace.
- Take steps to identify and implement prevention, intervention and recovery and return to work strategies, structures and supports.
- Build a culture that promotes psychological health and safety in the workplace and breaks down stigma barriers.

Visit www.firstrespondersfirst.ca **FREE**

www.firstrespondersfirst.ca is a free online toolkit of resources designed to help employers establish a PTSD Prevention Plan and Program. The site includes tools to help identify why a first responder may need help, where to seek help, best practices for employers and is also a source for ongoing news and events.

LET'S GET STARTED

Building a PTSD Prevention Plan Webinar \$20

On April 23, 2017 organizations within the first responder community are being asked to submit their PTSD Prevention Plans to the Minister of Labour. This webinar will help organizations prepare for this by providing information about:

- Ontario's PTSD Prevention Strategy
- The PTSD Prevention Framework and firstresponderfirst.ca toolkit and resources available to help you build a plan
- Components of a PTSD Prevention Plan

Getting Started Policy Package **\$450**

Do it yourself with a policy template package that sets up your foundational PTSD Prevention Plan and Program. Policies included are:

- Organizational PTSD Policy
- PTSD Roles and Responsibilities
- Anti-Stigma Policy
- PTSD Training Policy
- Hazard Reporting, Screening Protocol
- Return to Work Policy
- Crisis Response and Management

Building a PTSD Prevention Community of Practice Workshop, 1 Day **\$150/per organization (2 people max) or \$1100 onsite**

Come to a one day workshop where you will be able to work with a PSHSA expert to develop a basic PTSD Prevention plan. This workshop will help you establish your organizational goals and roles and responsibilities. It will also help you identify the mechanisms you will use to recognize exposures, understand intervention options and establish crisis intervention management process. At the end of this session you will have draft policies and procedures as well as key messages for a communications plan.



CUSTOMIZED SOLUTIONS

Customized PTSD Prevention Policies and Program Elements **\$150/per page**

PSHSA consultants will work with your organization to develop customized PTSD Prevention Plan Policies or Program Elements.

Establishing Organizational Leadership Workshop, 1-2 Hours **\$500**

This customized session is focused on establishing organizational leadership commitment to develop a comprehensive PTSD Prevention Plan. Upon completion you will have established organizational goals, understand barriers that need to be addressed in your PTSD Prevention Plan and establish key messages for a communications plan

Organizational Readiness for PTSD Plan Development 1 Day **\$1650**

This customized onsite session builds on the Establishing Organizational Leadership Workshop. Directors and Managers from the organization participate in a one day workshop to complete an assessment of organizational readiness across all tiers of the PTSD Prevention Framework. Utilizing the results of the Leadership workshop the Directors and managers will:

- Review organizational challenges and develop mitigation plans,
- Identify existing strategies, policies and programs that support the development of a PTSD Prevention plan and
- Identify policies and procedures required for the organizations PTSD Prevention Plan