



# **“Our People” “Sharing is Caring”**



Sergeant

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Staff Psychologist

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**Peer Support Unit**

January 25<sup>th</sup>, 2017

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**Deeds Speak**





# Presentation Overview

- *History of Mental Health Services at YRP*
- *Current Status of Health Programming at YRP*
  - *Peer Support*
  - *Health & Wellness*
  - *Staff Psychologist*
  - *Physical Wellness*
  - *Spiritual Wellness*
  - *Moving Forward*

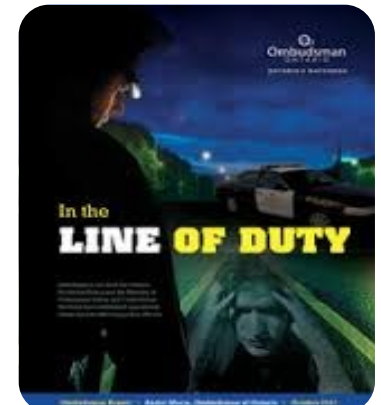
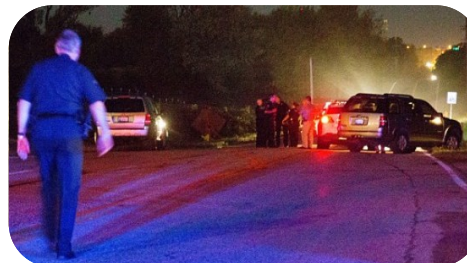


**Deeds Speak**



## History of Mental Health Services at YRP

- *CISM Team in 1996*
- *Project Safeguard 2012*
- *Peer Support Unit formed in January 2013 as*
  - *Operational Stress Injury (OSI) Project*
- *Nov 2013 became a Unit – Operational Stress Injury Prevention & Response Unit – Peer Support Unit*
- *Look at mental health as a whole*
  - *beyond PTSD*





# Peer Support Unit Mandate

- *Social and emotional support to members and their family*
- *Physical and mental health issues*
- *This is achieved through empathetic listening, encouragement, lived experience*
- *Bridging the gap between members and mental health professionals.*





# Peer Support Unit Mandate

*The Peer Support Unit is dedicated to the prevention, response and follow-up of members to maintain and promote psychological wellness in the workplace.*

*R2MR = Road to Mental Readiness*





# YRP Leaders in Peer Support



- *Brought R2MR to Ontario for first responders*
- *Enhanced Project Safeguard Program*
- *Peer Support Service Dog*
- *Peer Support House*
- *Hosted Symposium on Suicide*
- *York Beyond the Blue*
- *“Our People” Award*
- *SIU Investigations*





# YRP Leaders in Peer Support

- *“Provincial Mental Health in Policing” working group for Ontario Association Chiefs of Police (OACP)*
- *Invited by the Ministry to speak at Summit*
- *SME for on-line Suicide Prevention & Awareness Course*
- *Mental Health First Aid Course*
- *Creation of a list of Mental Health Professionals*
- *Tracking high risk events*
- *Pay it forward*





# Health & Wellness

- *Case management for members off work or accommodated with mental health concerns*
- *Assists members and supervisors with return to work*
- *Morneau Shepell disability management program*
- *Utilizing Peer Support*







# Staff Psychologist

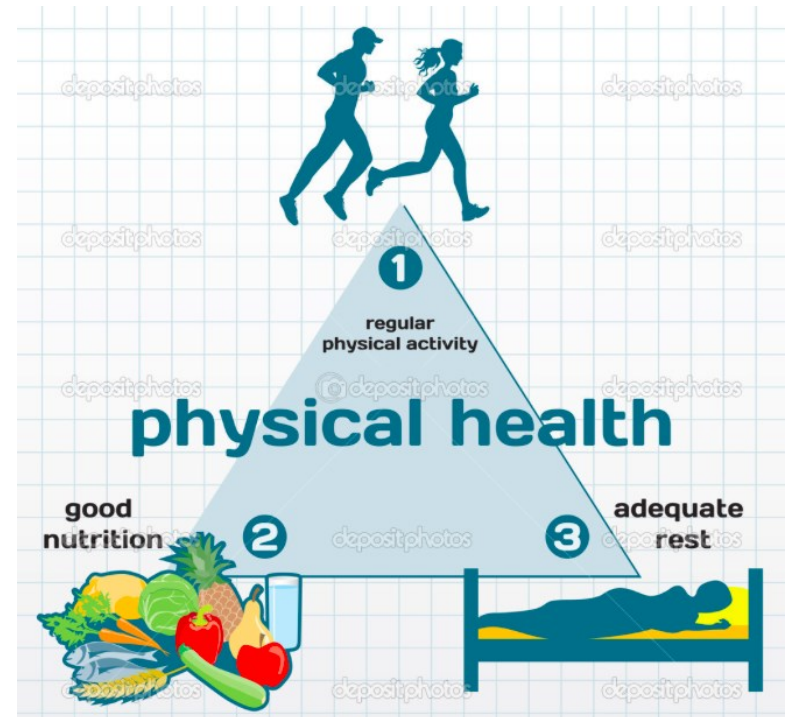
- *Psychologist added in March 2016*
- *Expansion of Project Safeguard*
- *Consultation services available to all members*
- *Examining organizational policies and practices through a mental health lens*
- *Reviewing training practices*
- *Co-ordination of CMHA Workplace Wellness seminars for supervisors*
- *Development of a comprehensive mental health strategy*





# Physical Health Services

- *Wellness Co-ordinator*
- *Nutritionist*
- *Seminars on physical health issues*
- *Fitness/weight loss challenges and support*
- *Tai Chi, Yoga*
- *Fitness/Weight Rooms*





# Spiritual Health Services

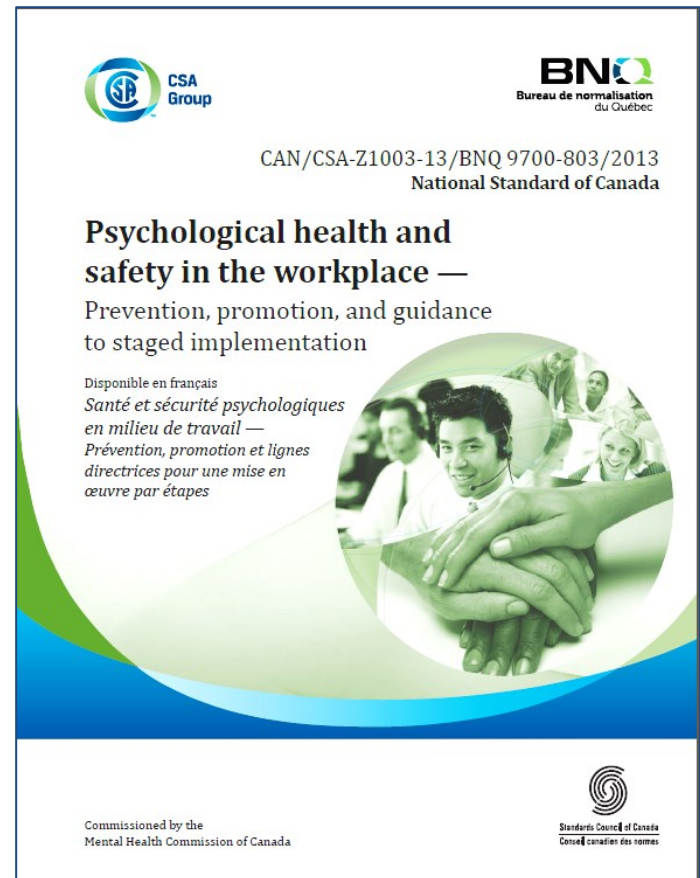
- *Chaplaincy Program (proposed)*
- *Mindfulness-Based Stress Reduction Training*
- *Meditation/Prayer Rooms on site*
- *Weekly yoga classes*





# Moving Forward

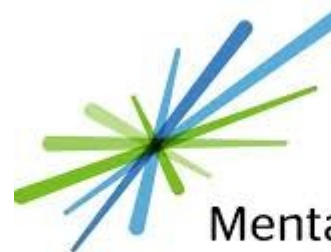
- *Greater integration of holistic health services (Physical, Emotional, Spiritual)*
- *Building on existing strengths and developing new best practices*
- *Adoption of the National Standard for Psychological Health & Safety in the Workplace*





# Moving Forward (con't)

- *5 Pillars – programs, policies, benefits, training, and assessment*
- *Strengthening partnerships with community organizations (CMHA, MHCC, Tema Center, Wounded Warriors)*
- *Exploring a stepped care model for mental health*
- *Incorporating internal research to become a “learning organization”*
- *Enhance Return to Work Program*



Mental Health  
Commission  
of Canada





## Future Direction (con't)

- *Software for Early Intervention*
- *Substance Abuse Policy/Training*
- *Employees at Risk Course*
- *Expansion of Chaplaincy Program*
- *Family R2MR*
- *Early Career Wellness Checks for New Officers*
- *Continue Mental Health First Aid Training*
- *EAP Lunch and Learns*
- *Improving Project Safeguard*
- *Car Design*
- *Application program for Stats*

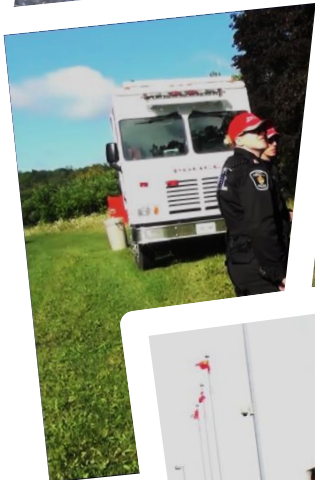




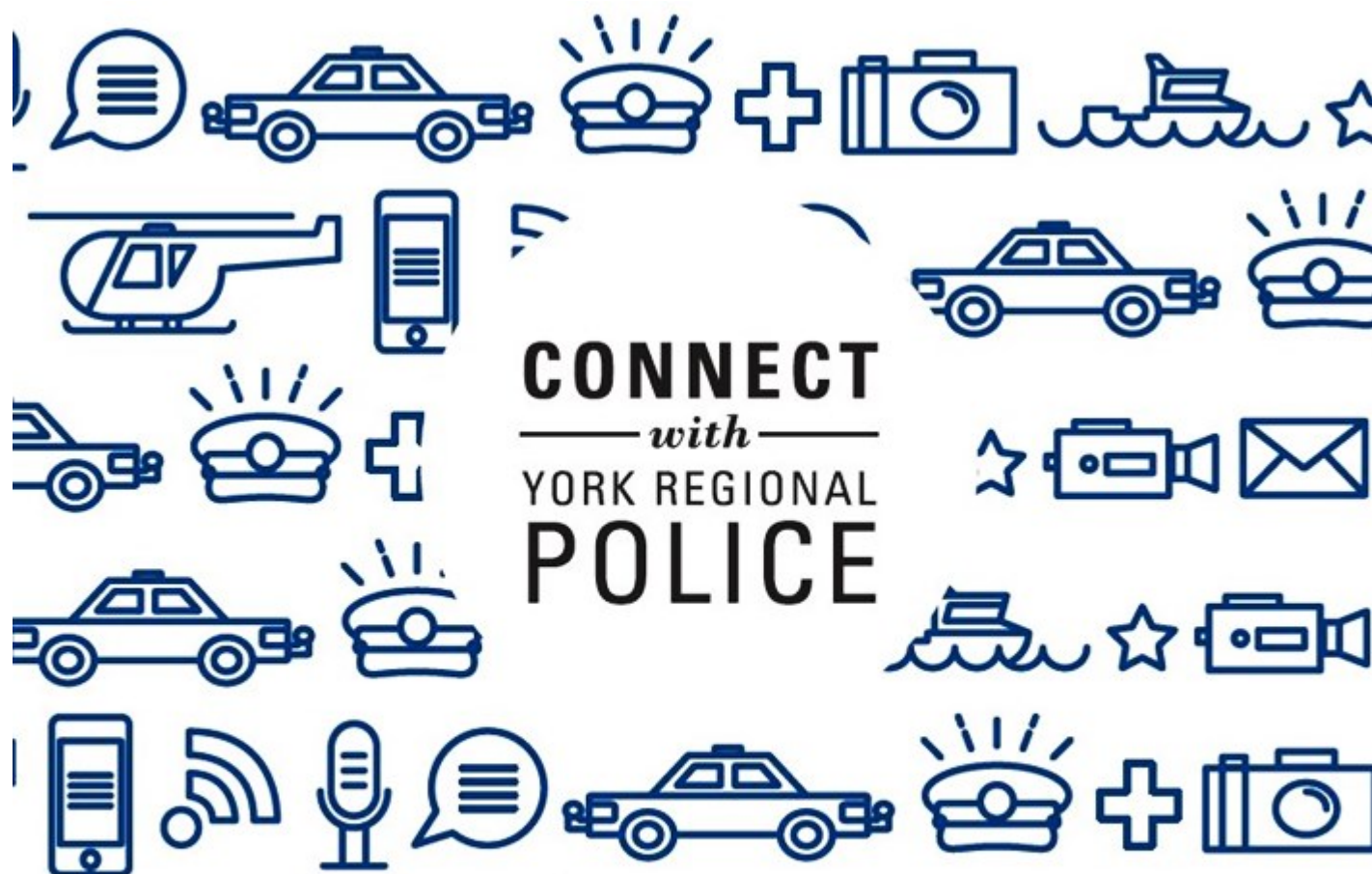


# Thank You

## Questions?







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