

WELLNESS PROGRAM DEVELOPMENT



Trauma vs. Peer Support Track

Trauma Support

Pros: Professional led
More options for support
Personalized support

Cons: Costs more than Peer Support
Professional needs to build trust

Peer Support

Pros: Cost effective
Encourages responsibility & comradery within department
Easily developed/replicated

Cons: Depends on peers only
Still need outside support in extreme circumstances

Structure & Implementation

Orientation/Hiring Process

Implement professionals/peers in orientation week

Quarterly

Peer support check-ins
Educational Events/Trainings (can be done through POA), such as Trauma on the Job, Communication in Relationships, Parenting as First Responder

Annual

Individual mental health check-ups
Family Day Event
Command Staff Training and check-ins

5 year/10 year/Retirement

Training Day
Check in with Significant Other as well

Critical Incident Response

Immediate Response

- Watch Commander-led with peer support check-in
- Need to identify the intensity of CI on each individual

Peer Support Track

- Peers lead the debriefing of major CIs
- Peers refer folks out if needed

Trauma Support Track

- Professional leads the debriefing of major CIs
- Professional can provide additional one-on-one support as needed or refer out

Additional services to enhance wellness programs

Chaplains

Chaplains are often volunteers who have religious training. Can address existential issues that arise after Critical Incidents.

Wellness Apps

Wellness apps can be useful when added to an established program. Help to communicate with peer support. Easily share educational information.