



PARTNERS IN POLICING

HALIFAX

RCMP Wellness Programs

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Discussion Topics

- Current Employee & Management Relations Office (EMRO) programs that assist RCMP Regular & Civilian Members who are off duty sick, or injured and their return to work;
- Divisional Peer Assistance Cadre; and
- RCMP Benefits & Services.

Employee & Management Relations Office

1. Occupational Health Services:
 1. Health Services Officer;
 2. Periodic Health Assessment - Physician;
 3. Disability Case Management Nurses;
 4. Divisional Psychologist; &
 5. Medical Administration Staff

2. Employment Requirements & Wellness:
 1. Disability Management Advisors; &
 2. Wellness Coordinator

Wellness Coordinator

- This position leads the coordination, communication, promotion, and facilitation of the Employee Assistance Program within the division, including the support of emergency/critical situations. The Employee Assistance Program consists of an internal Peer-to-Peer System, Chaplain services, and a professional short-term counselling referral service provided through the Health Canada, Employee Assistance Service;
- Develops, manages, and coordinates efforts related to the Mental Health Strategy as well as an integrated Divisional Wellness strategy;
- Conducts presentations and information sessions on peer support and employee assistance program services available; and
- Acts as a liaison with several employee management units.

Divisional Peer Assistance Cadre

- 20 RCMP Regular Members, Civilian Members, and Public Service Employees are trained as Peer Supporters:
 - (8 - Halifax Region)
- 16 RCMP Volunteer Chaplains security cleared faith based leaders*:
 - (4 - Halifax Region)
 - Please note that their engagement with membership is not just those who share their faith.
- Trained in:
 - EAP services, Mental Health First Aid (RCMP), & ASIST*

Benefits & Services (Employee Assistance Program)

- Health Canada Employee Assistance Program:
 - 24/7 Crisis Centre w/ trained counsellor;
 - Contact with a community service provider within 7 days; &
 - Accessible to employee, spouse, & dependants.

Benefits & Services (Psychological Services)

- Supplemental Services:
 - 12 session per year with a Registered Psychologist.
- Occupational Health Services (OSI diagnosis):
 - Flexible cap depending on treatment & response.

Benefits & Services (Occupational Stress Injury Clinic)

- 10 - OSI Clinics across Canada (Nearest Dartmouth);
- Provides assessment, treatment, prevention and support to serving and retired RCMP Regular & Civilian Members;
- Multi-disciplinary approach: psychiatrists, psychologists, social workers, mental health nurses, and other specialized clinicians who understand the experience and needs of RCMP employees; &
- Treats Occupational Stress Injury such as depression, anxiety, Post-Traumatic Stress Disorder, sleep disorders, and anger management.

Divisional Integrated Wellness Strategy

- Launch in April 2020;
- Based on consultation with stakeholders including front-line police officers;
- Educates employees, supervisors, and managers on the RCMP Leadership Model, Police Personnel Centred Model, and the National Standard of Canada for Psychological Health and Safety in the Workplace;
- Aligns with the RCMP National Mental Health Strategy; &
- Creates a pathway to teach all employees about personal and workplace resiliency.