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<b>Request for Council's Consideration</b>		
<input checked="" type="checkbox"/> <b>Included on Agenda</b> (Submitted to Municipal Clerk's Office by Noon Thursday)	<input type="checkbox"/> <b>Added Item</b> (Submitted to Municipal Clerk's Office by Noon Monday)	<input type="checkbox"/> <b>Request from the Floor</b>
<b>Date of Council Meeting:</b> March 5 <sup>th</sup> , 2024		
<b>Subject:</b> Mental Health Supports for First Responders		
<p><b>Motion for Council to Consider:</b> That Halifax Regional Council direct the Chief Administrative Officer (CAO) to provide a staff recommendation report that outlines options and associated costs for providing access to specialized non-traditional methods of care and support for employees in first responder roles. The report should also outline other approaches and strategies for meaningfully addressing the psychological safety of first responders; HRM employees in Fire and Police including their respective unions, EFAP Coordinators, 911 employees and appropriate managers should be consulted on the preparation of this report.</p>		
<p><b>Reason:</b> While mental health and psychological safety are a concern for all employees, there is an increased risk for first responders, specifically Police, Fire and 911. The individuals in these roles are not only impacted by the decline in mental health that was a risk for everyone during the pandemic, but they are also the ones who interact with residents in their hardest moments and with the increase in extreme weather events and homelessness, they are facing trauma and crisis every day. While all permanent, full-time HRM employees have access to an Employee Family Assistance Program (EFAP), there are cases where this doesn't even scratch the surface of what is needed. First Responders with Post-Traumatic Stress Injury (PTSI) often need specialized in-patient care that relies on best practices and evidence-based treatment specifically designed for first responders. Ontario has started to address this need through the creation of an inpatient centre designed especially for first responders, funded by both the Provincial and Federal government. There is lots of advancement in supporting the mental health of our First Responders however there is a gap right now for those that are in the greatest of need.</p>		
<p><b>Outcome Sought:</b> Staff Recommendation Report identifying a funding model for intensive First Responders mental health support</p>		
<i>Councillor</i> Tony Mancini	<i>District</i> 6	