



Policy Type: Human Resources
Policy #: HR-500-05
Approved by Council on: November 27, 2017

Human Resources – Post-Traumatic Stress Disorder Prevention

Policy

The Town of Prescott recognizes the importance of a creative productive, effective, and healthy workplace. This can be achieved by developing policies and a program that supports the mental health, wellbeing, and psychological safety of all employees and Firefighters. The Town has established an organization-wide program for a safe and secure workplace which also addresses stigma which may be associated with mental illnesses.

Objective

The Town is actively involved in the mental health, wellbeing, and psychological safety policy and program. It is committed to building psychological health and safety into all aspects of the operations, processes, and procedures, particularly as this relates to incidents of traumatic mental stress and post-traumatic stress disorder.

Program

To achieve this objective the Town of Prescott will:

- Increase awareness about mental health issues and create an open dialogue between employees including Supervisors and Directors, as well as Firefighters including Company Officers and Chief Officers.
- Develop policies, programs and provide services to benefit all members of the Town.
- Be consistent with the principles of mutual respect, confidentiality, and cooperation.
- Promote the use of the Employee Assistance Program.



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Human Resources – PTSD Prevention cont'd

- Support the Fire Service County Critical Incident Stress Management / Post-Traumatic Stress Disorder team, its members and its ability to assist across municipal boundaries to help provide a resource that will aid in the mental health and wellbeing of all Fire Services in the United Counties, as well as potential assistance to all Municipal Staff.
- Support Directors/Supervisors and Company Officers and Chief Officers to help address mental health, wellbeing and psychological safety and provide the resources and tools to address demands, conflict, emotional distress, or trauma that may be experienced by our Employees and Firefighters.
- Evaluate the success of our program and adjust accordingly.