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The New Organizational Unit Taking Police Wellness to the Next Paradigm Shift

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Organizational Wellness Unit

2022 06 29





CPS Wellness and Resiliency Division

CPS is committed to fostering and sustaining the health and well being of members through our dedication in delivering innovative strategies and tools to engage, understand, and support the physical, psychological, emotional well being and mental health of members who face unique challenges as part of a first responder organization.



Mission Statement

- Support all CPS members and their families through a person-centered approach
- Resiliently work together to achieve overall holistic health and wellness outcomes
- Uphold a strong commitment to confidentiality and ongoing therapeutic relationships
- Deliver a trauma-informed approach while cultivating a culture of trust, acceptance, and compassion



Psychological Wellbeing Strategy

- Informed by the CPS Psychological Well-being Strategy & sits within the Wellness and Resiliency Division
- Mandate and mission is to ensure supports and services are easily accessible, equitable, diverse, and inclusive
- Unit functions are both aligned with the First Responder Working Minds Mental Health Continuum and the National Standard for Psychological Safety in the Workplace



The Team

- **Healthy** – Health Promotion & Wellness Coordinator
- **Reacting** – Peer Support Team
- **Injured** – REACH Program
- **Injured/ILL** – Reintegration Team
- Across entire continuum and crisis services – Peer Support Psychiatric Nurse



Our Focus

- Proactive Measures
- Preventative Measures



Measuring Success

- Employee Engagement Survey Results
- Leveraging Technology for Real-Time Data Analysis & Clinical Outcomes
- Improved Return to Outcome Data
- Removal of Barriers and Stigma
- Improved Access to Early Intervention & Supports
- Reduction in Crisis Situations