

# PTSD Prevention Plans

## PSHSA Project

Enabling Mental Illness Prevention  
in First Responder Workplaces



February 12, 2025



# Outline



- Project Background & Objectives
- Research Findings
- Next Steps



# Background

- Employers covered by presumptive legislation submit PTSD Prevention Plans to MOL in 2017.
  - <https://www.ontario.ca/page/post-traumatic-stress-disorder-prevention-plans>
- No requirement to implement or update plans and no evaluation completed.
- Initial review of WSIB claims data showed evidence to support Plans:
  - Shorter claim registration timelines
  - Lower claim durations
  - More RTW plan closures
  - Smaller proportion of total allowed claims
- PTSD prevention identified as a high priority by sectors and Ministries.

# Project Objectives

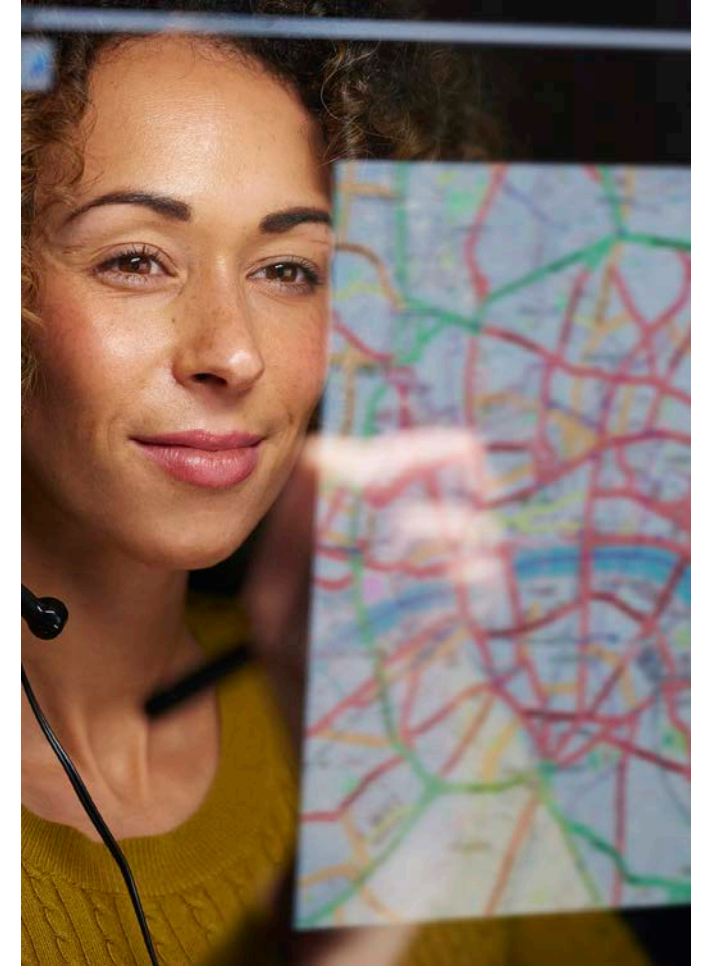
- Support public safety workplaces in Ontario with PTSD prevention planning and programming
  - Identify current evidence and best practices
  - Enhance existing resources
  - Work with organizations to update and implement Plans
- Phase 1: Current State Analysis
  - Literature Review, Jurisdictional Scan, Survey, Interviews and Focus Groups





## Phase 1: Current State Analysis

- **Literature Scan** – Reviewed state of the evidence of PTSD/OSI prevention.
- **Jurisdictional Scan** – Reviewed 40+ mental health support and treatment programs; 61 PTSD Plans; 10 expert opinions obtained.
- **Survey and Interviews** – Feedback from 139 PSPs to understand degree of Plan implementation, barriers and facilitators; 9 interviews; 32 focus group participants.





# Data Collection

## Survey (n=139)

- 69% - Paramedicine
- 16% - Police
- 6.5% - Fire
- 2.5% - Comms/dispatch
- 1.5% - Corrections
- 4.5% - Other

- 75% - Frontline personnel
- 25% - Leadership
- 19% - H&S rep
- 7% - Support staff
- 6.5% - Union rep
- 4% - Other

## Interviews

- 4 – Police
- 4 – Paramedic
- 1 – Fire

## Focus Groups

- 6 sessions
- 32 participants
- 3 Section 21 Committees

ARE YOU A **FIRST RESPONDER OR PUBLIC SAFETY PERSONNEL** WORKING IN ONTARIO?

DOES YOUR WORKPLACE HAVE A PTSD PREVENTION PLAN?

HAVE YOUR SAY!

TAKE OUR SURVEY

THIS SURVEY IS PART OF THE STUDY  
PUBLIC SAFETY PERSONNEL MENTAL WELLNESS:  
THE IMPACT OF ORGANIZATIONAL FACTORS



Weblink:

<https://fhs.cac.queensu.ca/WMH/surveys/?s=TNHTDXYRETWXYDWD>

You are invited to take part in a research study from Queen's University and the Public Service Health and Safety Association (PSHSA). The purpose of this study is to build an understanding of how PTSD prevention plans have been implemented in Ontario public safety organizations. This study has received ethical approval by the Queen's University Health Sciences and Affiliated Teaching Hospitals Research Ethics Board.



## Themes

1. Experience developing Plans
2. Effectiveness of implementation
3. Communication of information
4. Programs implemented
5. Barriers to implementation
6. Sector-specific challenges
7. Support from leadership
8. Cultural and gender diversity
9. Additional resources for improvements
10. Recommendations



## Key Findings

- **Reduce stigma and increase social support**
  - Expand to families and communities
- **Prioritize leadership training and support**
  - Focus on mental health literacy and skills to create positive org culture
- **Provide continuous and tailored mental health resources and supports**
  - Culturally and contextually appropriate, accessible, flexible, throughout career course
- **Reevaluate existing mental health programs and supports**
  - Effectiveness of programs and promising emerging supports such as mobile apps
- **Improve engagement throughout SAW & RTW**
  - Maintain connection to workplace and minimize system barriers
- **Brief mental health screening tools**
  - Monitor mental health needs and support early identification and intervention
- **Improve quality and rigor of intervention studies**
  - Limited program evaluation and studies





## Next Steps

- PSHSA will prepare a report and share key findings
- Re-design and enhance the [FirstRespondersFirst.ca](https://www.firstrespondersfirst.ca) website
  - Updating resources and expanding scope to Anti-stigma and mental health
- Support organizations with updating prevention plans
  - Developing updated framework and checklist for self-assessment and action planning



# Ministry of the Solicitor General - Anti-Stigma Strategy

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The strategy aims to support knowledge mobilization, enhance mental health literacy, normalize mental health challenges, and build leadership skills and competencies to combat stigma and promote a culture of change.



## NEWS RELEASE

### Ontario Expanding Mental Health Supports for Public Safety Personnel

New program providing specialized services to those who keep province safe

November 19, 2024

[Solicitor General](#)

## Anti-Stigma Strategy

**Mental health training for leadership\***

**PSP mental health website\***

**Promotional collateral\***

Organizational guidelines

Evaluation Strategy

**\*PSHSA supporting**



# Mental Health Programs Inventory

- One-stop shop for wellness leads to enhance resource coordination and knowledge sharing
- Register by emailing [MH.Secretariat@ontario.ca](mailto:MH.Secretariat@ontario.ca) with “Organization Name – Registration”

<https://mhp.mcscs.gov.on.ca/>

## THE MENTAL HEALTH PROGRAMS INVENTORY: A TOOL FOR WELLNESS LEADS

**Why Your Input Matters**

- ✓ Empower Your Team - Access information on trusted mental health resources.
- ✓ Improve Access - A centralized hub for Public Safety Organization (PSO) programs.
  - ✓ Foster Collaboration - Share knowledge across PSOs.

**What is the Inventory?**

A one-stop platform for wellness leads in police, fire, emergency health services, and corrections, designed to enhance mental health resource coordination and knowledge sharing.

**Key Benefits**

- ◆ Easy Access - Find mental health programs in one place.
- ◆ Built by PSOs, for PSOs - Informed by wellness leads like you.
- ◆ Collaboration Opportunities - Connect and share insights.

**Future Opportunities**

📅 Coming 2025: Mental Health Supports for Public Safety Personnel Program providing trauma informed supports and services.

- ✓ Funding Support for trauma-informed and culturally competent programs
- ✓ Anti-Stigma Initiatives to improve mental health in PSOs
- ✓ Stronger Networks for wellness coordinators across Ontario

## TO REGISTER



SCAN THE QR CODE FROM YOUR MOBILE DEVICE - TO REGISTER

OR

**EMAIL US**

- ✉ Email: [MH.Secretariat@ontario.ca](mailto:MH.Secretariat@ontario.ca) with “Organization Name - Registration”
- 🔑 Set Up Access - Follow emailed instructions.
- 🌐 Best Browsers: Google Chrome or Microsoft Edge.
- 📝 Complete the Survey - Start entering your programs!



## Reminder for Training Opportunities

- **Resilience eLearning – R2 the Fundamentals**
- [R2 – The Fundamentals- EMS \(HESELEN1123\)](#)
- [R2 – The Fundamentals- Fire \(HFIELEN1123\)](#)
- [R2 – The Fundamentals- Police \(HPOELEN1123\)](#)
  
- **Resilience instructor-led course – R2 for Leaders**
- <https://www.pshsa.ca/courses/r2-for-leaders-building-resilient-organizations-distance-learning-program>
  
- **Managing Mental Health RTW/SAW**
- <https://www.pshsa.ca/courses/mental-health-stay-at-work-return-to-work-for-first-responder-organizations>





Safe Environments.  
Healthy Workers.

# Thank You!

## Connect with us:



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Public Services Health and Safety  
Association on LinkedIn



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