Supporting Mental Health in Ohio's First Responders

Organizational Mental Health Check

Ohio Fire Chiefs Association
Materials provided by
BCFirstRespondersMentalHealth.com

Are you prepared to help?

First responders are often at the scene of stressful or traumatic events that can have an immediate, cumulative, and lasting impact on their mental health. Organizations need to determine whether they are prepared to assist workers who are dealing with occupational injuries that stem from their exposure these events.

Following is a list of resources and tools that can be used to assess the psychological health and safety of your organization and of first responders in your workplace. In some instances, the tools also include elements aimed at restoring restore positive mental health.

Tools and resources

Guarding Minds @ Work™

guardingmindsatwork.ca/info

This comprehensive set of resources helps organizations assess the psychological health and safety of their workplaces. It also puts forth solutions and a method of measuring the effectiveness of those solutions. The resources are closely tied to the national standard. Elements of GM@W include:
- Assessment tools, including an organizational review and an online survey to measure workplace psychological health and safety
- Guarding Minds @ Work™ Survey Results Report, with actions to help reduce the risk of occupational stress injuries
- Evaluation tools to measure progress and outcomes
- The business case, which outlines why psychological health and safety at work is important

How to Use Guarding Minds @ Work More Effectively

workplacestrategiesformentalhealth.com/Free-Training-and-Tools/How-to-Use-Guarding-Minds-Work-More-Effectively
- This guide outlines how to obtain buy-in and commitment from workplace stakeholders for using the Guarding Minds @ Work program.

Psychological Social Health and Safety in the Workplace (CAN/CSA-Z1003)

shop.csa.ca/en/canada/occupational-health-and-safety-management/cancsa-z1003-13bnq-9700-8032013/invt/z10032013

This voluntary standard outlines 13 psychosocial factors that are known to impact the health of an organization and its employees. The standard provides guidelines to develop and continuously improve work environments.

On the Agenda

workplacestrategiesformentalhealth.com/free-training-and-tools/on-the-agenda

This collection of videos, slides, and supporting resources helps managers and others facilitate discussions to assess and improve workplace mental health.

Recommended Practices — Gap Analysis Tool

Developed as part of this *Supporting Mental Health in First Responders* tool kit, this tool looks at the extent to which organizations meet a set of 26 recommended practices for a psychologically safe and healthy workplace, and helps organizations see what can be done to achieve those benchmarks.

Psychological Health and Safety Management System

workplacestrategiesformentalhealth.com/psychological-health-and-safety/psychological-health-and-safety-management-system

Aligned to the national standard, this resource helps organizations assess workplace mental health, and offers a step-by-step approach to workplace psychological health and safety that can be integrated within an organization's existing policies and processes.