

Niagara Regional Police Service

Member Support Unit
Police Service Board Meeting
December 2024



Member Support Unit

Member Wellness & Resiliency

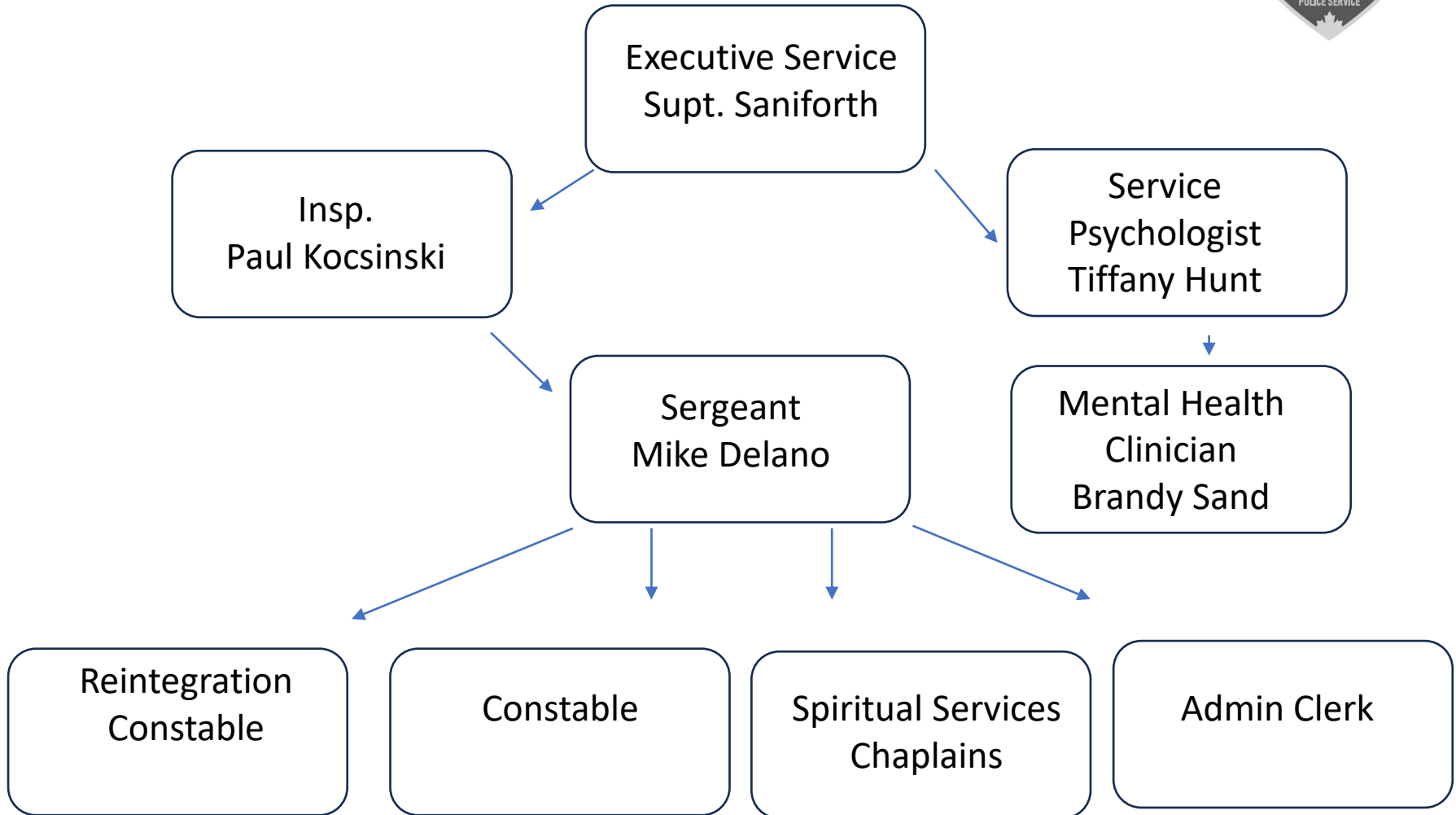
Our Mission

Promote a culture of resiliency, characterized by anti-stigma and mental health literacy

We offer various wellness programs and services as well as best practice initiatives.

We are committed to fostering a resilient and healthy police service, empowering our members to thrive both personally and professionally.

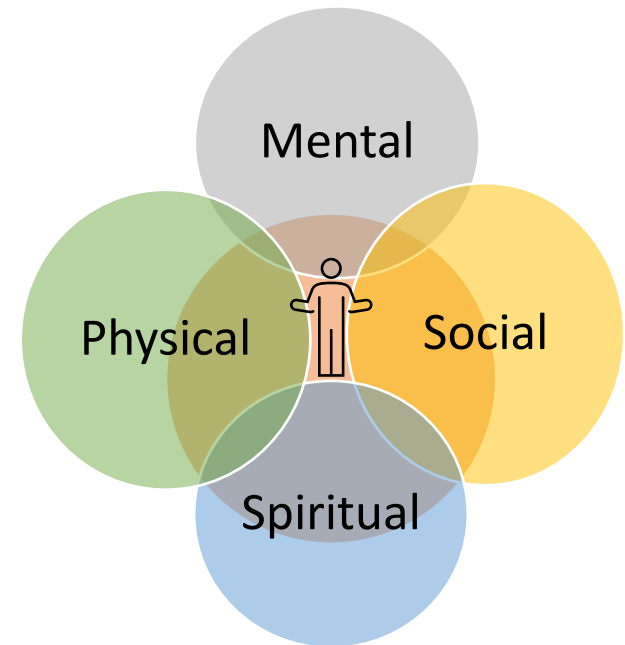
Our Team



Program Overview

This is achieved through a *member-centered, holistic* approach by offering:

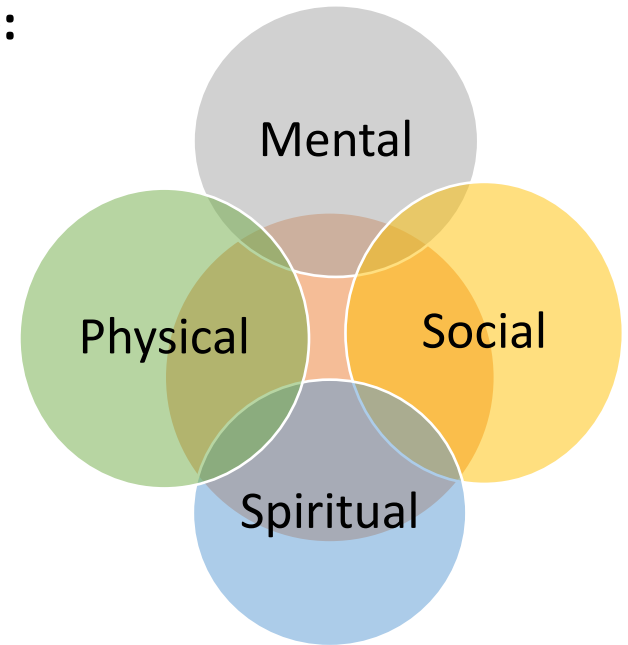
- Reintegration Program
- New Officer Wellness Evaluations
- Safeguarding
- Critical Incident Stress Management
- Early Intervention Program
- Peer Support



Program Overview Continued

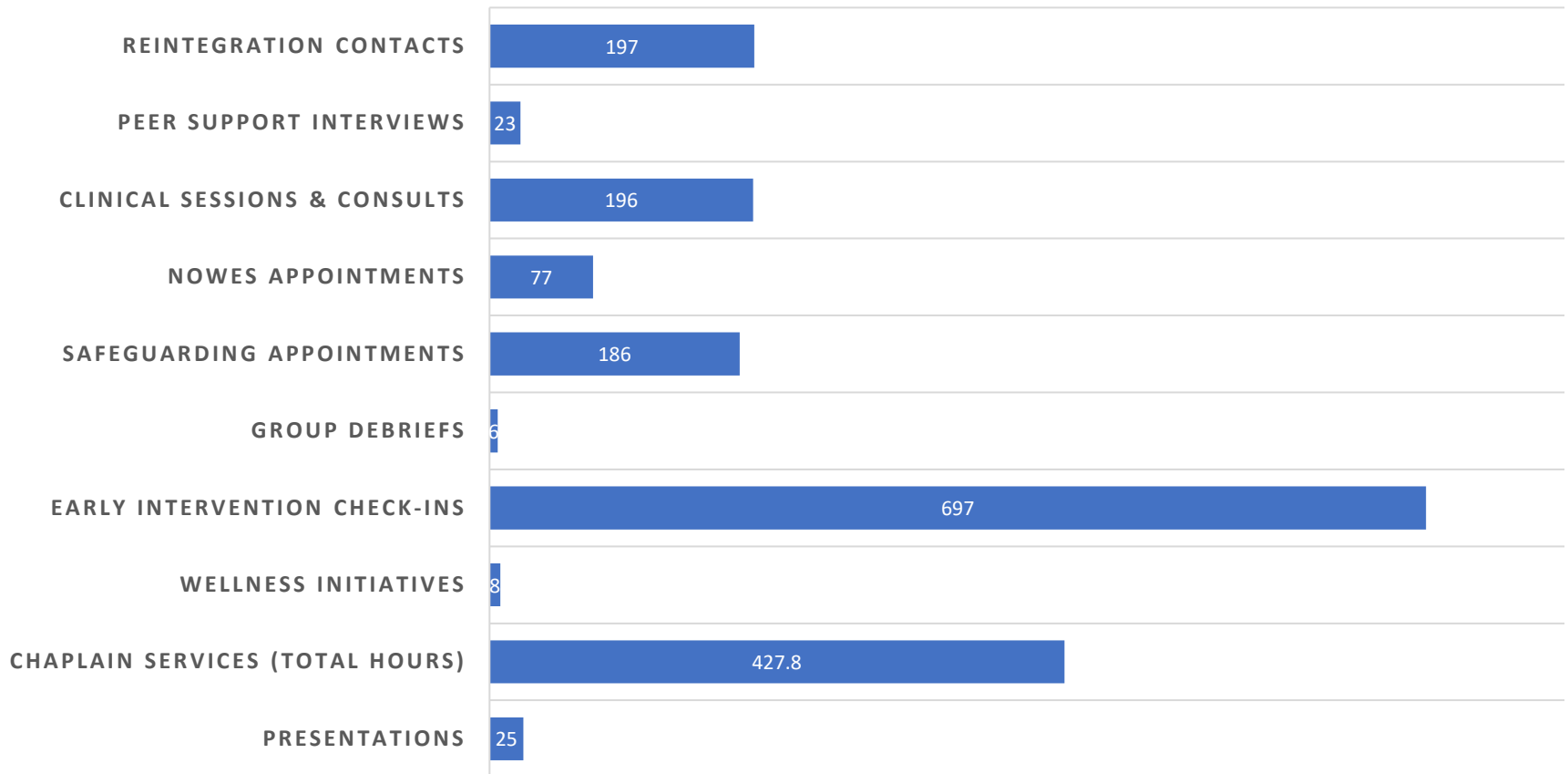
Additional team-led initiatives also include:

- Short-term Therapy
- Consultations
- Referrals
- Psychoeducation/Presentations
- Support wellness initiatives



Outcome Measures

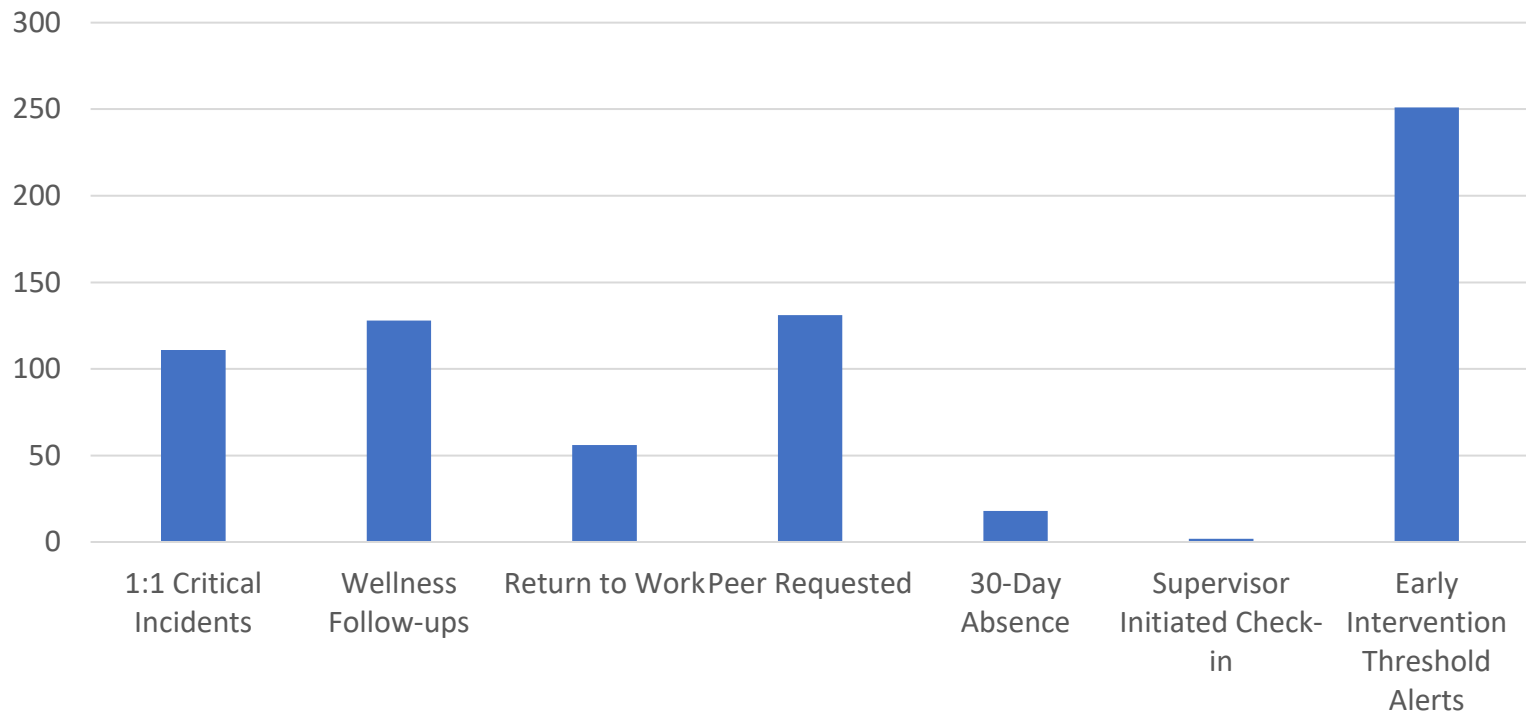
With the implementation of the Early Intervention Program, data started to be tracked more intentionally.



Outcome Measures Continued

Early Intervention Check-Ins

TOTAL: 687

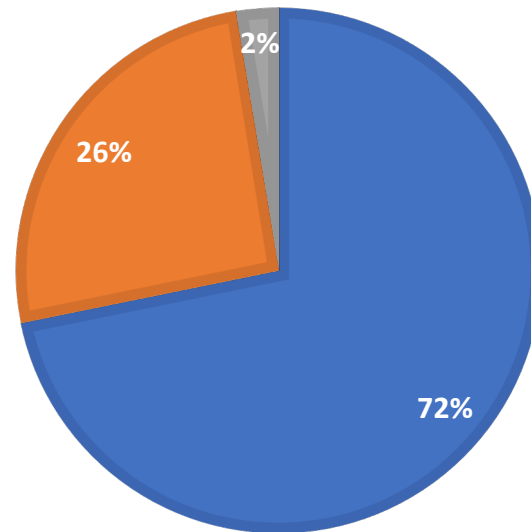


Strategic Goal: *Member Wellness & Resiliency*

Safeguarding Question:

I believe that Safeguarding sessions help to reduce mental health stigma

■ Agree/Strongly Agree ■ Neutral ■ Disagree/Strongly Disagree



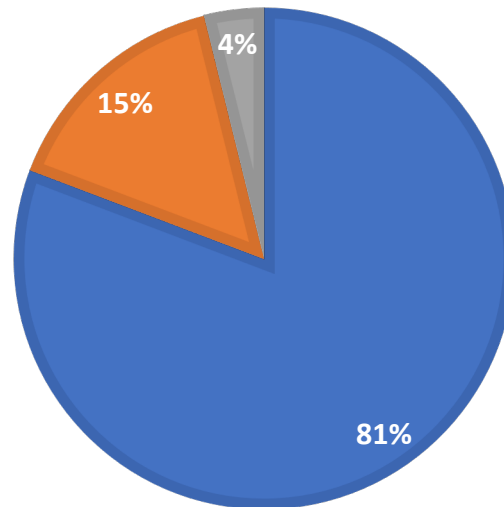
Strategic Goal:

Member Wellness & Resiliency Continued

Safeguarding Question:

I believe that the Safeguarding session improved my willingness to seek out help when dealing with a mental health concern

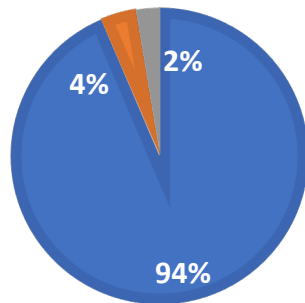
■ Agree/Strongly Agree ■ Neutral ■ Disagree/Strongly Disagree



Overall Satisfaction

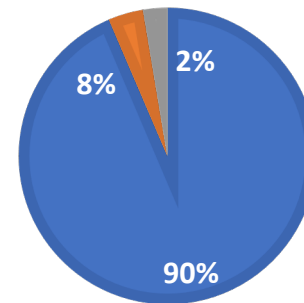
SAFEGUARDING

- Agree/Strongly Agree
- Neutral
- Disagree/Strongly Disagree



NOWE

- Agree/Strongly Agree
- Neutral
- Disagree/Strongly Disagree



"Every member of the Member Wellness unit has made this an extremely positive experience! "

"...The process was easy to navigate and seems to be useful and relevant to front-line officers at the early stages of their career!"

"It was a great experience and (clinician) was amazing to talk to! I think these check ins are a great way to keep new officers in a healthy state of mind and create positive habits at the start of their career!"

"Thank you to (clinician) I felt good after the meeting."

Feedback

Recommendation:

*"I believe this team is comprised of very compassionate human beings who truly believe in the mental health of its members. I feel **more funding for future positions in the unit would be beneficial to all members**. As we have so many officers and not enough member support workers to assist on keeping all employees mentally healthy.*

*I also think that **20-year veteran officers should have a check in as well**. The longer the career the more they have seen in their careers that may not have affected them at the time but may be now as they get older and closer to retirement."*

Feedback Continued

Recommendation:

"If the service can have a number that is given, or package (whatever cost friendly item) that can be given to family members of officers, would be beneficial. Sometimes our family members notice our mental health decline before we notice ourselves.

If family members had a number to refer too to reach out advising someone of the NOWE team that their loved one seems to be struggling. A member from wellness can check in before it is too late. This way the officer struggling, or employee can get the help they need before it is too late."

Questions?

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