

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
INTERNATIONAL ASSOCIATION OF FIRE CHIEFS**



Behavioral Health and Wellness Programs

IAFF Behavioral Health Team

December 12-13, 2022

NFPA 1500, 2021 edition

Chapter 12, Behavioral Health and Wellness Program

- Peer Support program added to list of program delivery options
- Professional qualifications for program staff defined, with emphasis on experiential training
- Peer support personnel should have “regular consultation” with a licensed mental health provider
- Traumatic events changed to “Potentially Traumatic Events”, administrative betrayal and forced retirement added to list
- The term “mental health provider” is clearly defined

NFPA 1500: What's Coming



- NFPA 1500 > 1550 “Standard for Emergency Responder Health and Safety”
- Includes greatly expanded chapters
 - Chapter 14- Behavioral Health and Wellness Programs
 - Chapter 15- Occupational Exposure to Potentially Traumatic Events
- First draft posted on October 4, 2022
- Public comment to close on January 4, 2023

NFPA
1550

- 1500
- 1521
- 1561



IAFF Behavioral Health Program Snapshot



Education, Technical, and Legislative Assistance



IAFF Online Behavioral Health Awareness Course



Peer Support Training



Peer Support Deployments for Disasters and Traumatic Events



IAFF Center of Excellence for Behavioral Health Treatment and Recovery



Resiliency Training



Advanced Peer Support Training



Clinician Training



IAFF Online Recovery Meetings



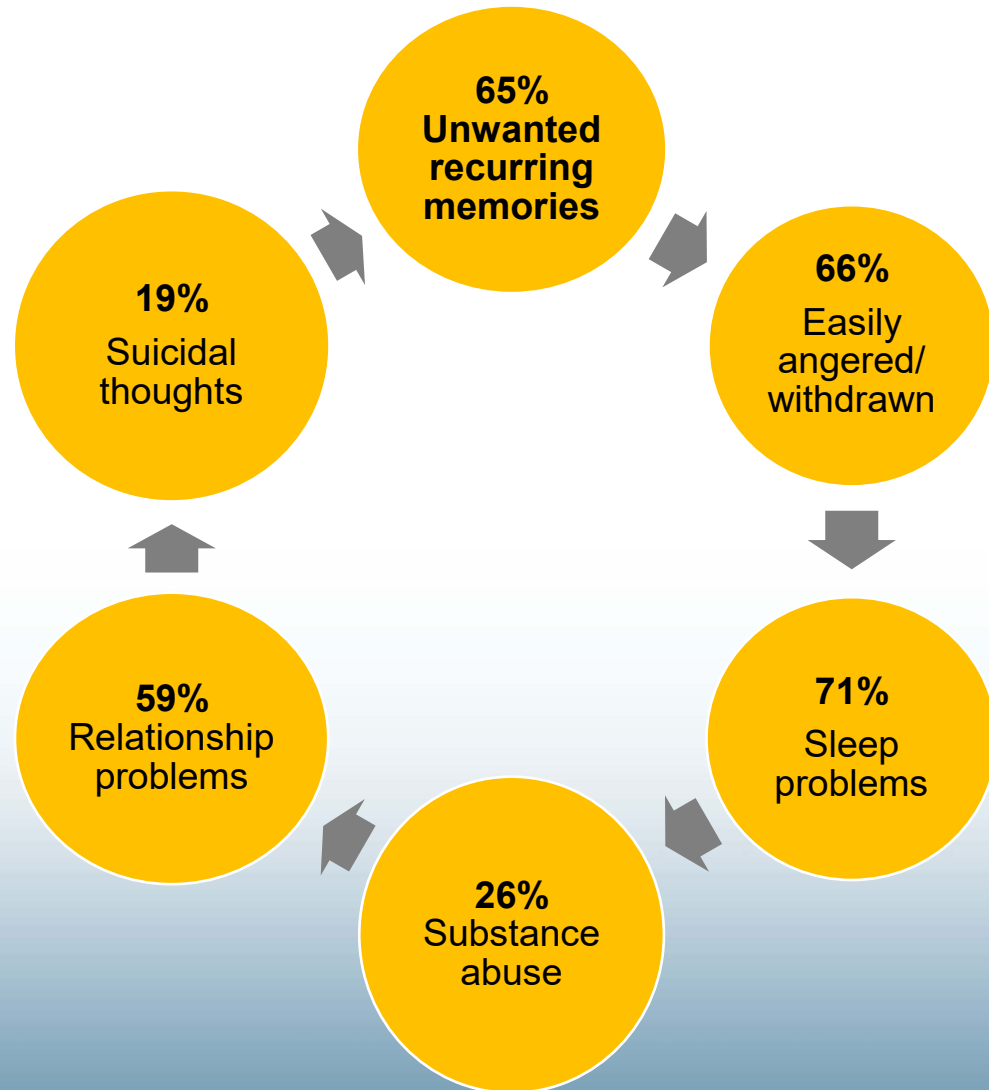
Responding to the Opioid Epidemic: A Video-Podcast Series



What are members telling us?



- NBC collaborated with the IAFF on a nationwide survey
- Explored behavioral health concerns in the fire service
- Nearly 7,000 IAFF members responded



What the Research Tells Us

- Approximately **22%** of fire fighters meet criteria for **PTSD** during their career
- Between **7-11%** of fire fighters suffer from **clinical depression**
- About **37%** of fire fighters have a **sleep disorder**, 80% remain untreated
- In one large study, **30%** of fire fighters met criteria for **alcohol dependence**
- Individuals with PTSD are **six times** more likely to **attempt suicide**
- Many fire fighters consider suicide during their career
 - 46.8% have had suicidal ideation
 - 19.2% have made suicidal plans
 - 15.5% have made suicidal attempts



References

- PTSD
 - Corneil, Beaton, Murphy, Johnson and Pike. (1999). "Exposure to traumatic incidents and prevalence of posttraumatic stress symptomatology in urban fire fighters in two countries." *Journal of Occupational Health Psychology*, 4, 131-141.
 - Kessler, R. C., Borges, G., & Walters, E. E. (1999). Prevalence of and risk factors for lifetime suicide attempts in the National Comorbidity Survey. *Archives of General Psychiatry*, 56(7), 617–626. <https://doi.org/10.1001/archpsyc.56.7.617>
- Depression
 - Regehr C, Hill J, Knott T, Sault B. Social support, self-efficacy and trauma in new recruits and experienced firefighters. *Stress and Health* 2003;19:189-193.
 - Chiu S, Webber MP, Zeig-Owens R, Gustave J, Lee R, Kelly KJ, Rizzotto L, Prezant DJ. Validation of the Center for Epidemiological Studies Depression Scale in screening for major depressive disorder among retired firefighters exposed to the World Trade Center disaster. *J Affect Disorder*. 2010;121(3):212-9
 - Carey MG, Al-Zaiti SS, Dean GE, Sessanna L, Finnell DS. Sleep problems, depression, substance use, social bonding, and quality of life in professional firefighters. *J Occup Environ Med*. 2011;53(8):928-933.
- Sleep
 - Barger LK, Rajaratnam SM, Wang W, O'Brien CS, Sullivan JP, QadriS, Lockley SW, CzeislerCA, Harvard Work Hours, Health and Safety Group. Common sleep disorders increase risk of motor vehicle crashes and adverse health outcomes in firefighters. *J Clin Sleep Med* 2015;11(3):233–240.
- Alcohol
 - Paulus DJ, Vujanovic AA, Schuhmann BB, Smith LJ, Tran J. Main and interactive effects of depression and posttraumatic stress in relation to alcohol dependence among urban male firefighters. *Psychiatry Research*. 2017;251:69-75. doi:10.1016/j.psychres.2017.02.011.
- Suicide
 - Stanley, I. H., Hom, M. A., Hagan, C. R., & Joiner, T. E. (2015). Career prevalence and correlates of suicidal thoughts and behaviors among firefighters. *Journal of Affective Disorders*, 187, 163-171.4075. <https://doi.org/10.1371/journal.pone.00940>



Programs and Services



Online Behavioral Health Awareness

Course Completion

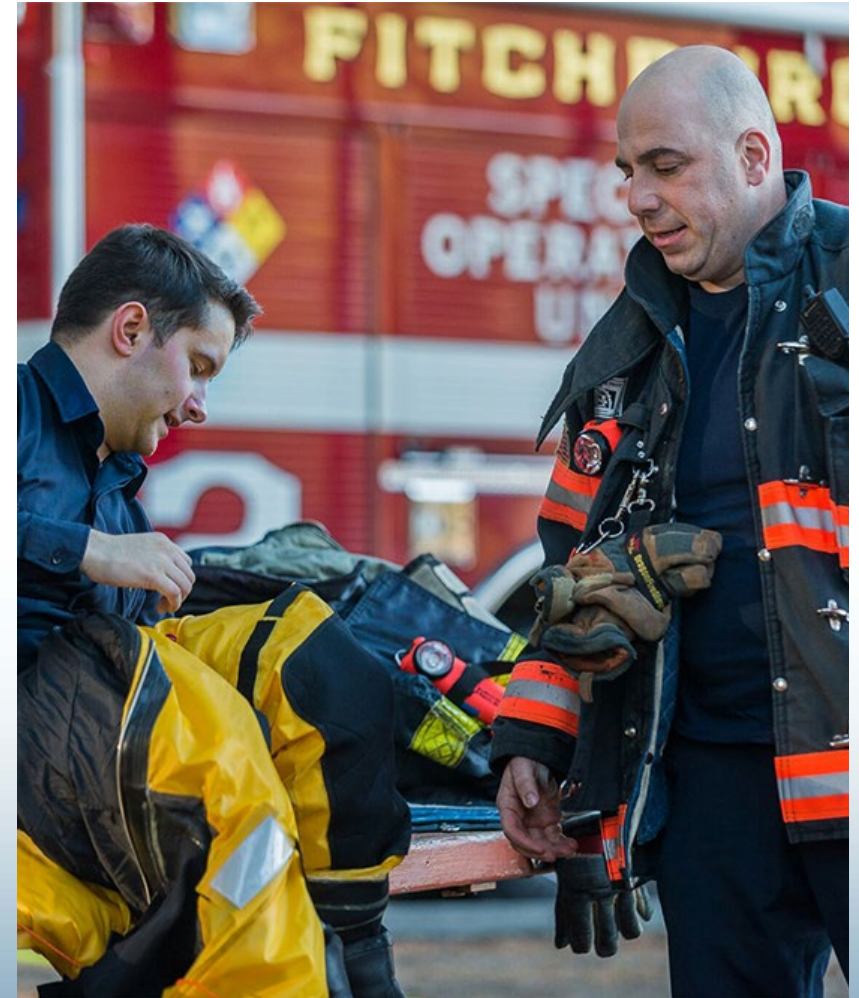
- November 30, 2022
11,944 completed
- November 21, 2022
14,311 completed



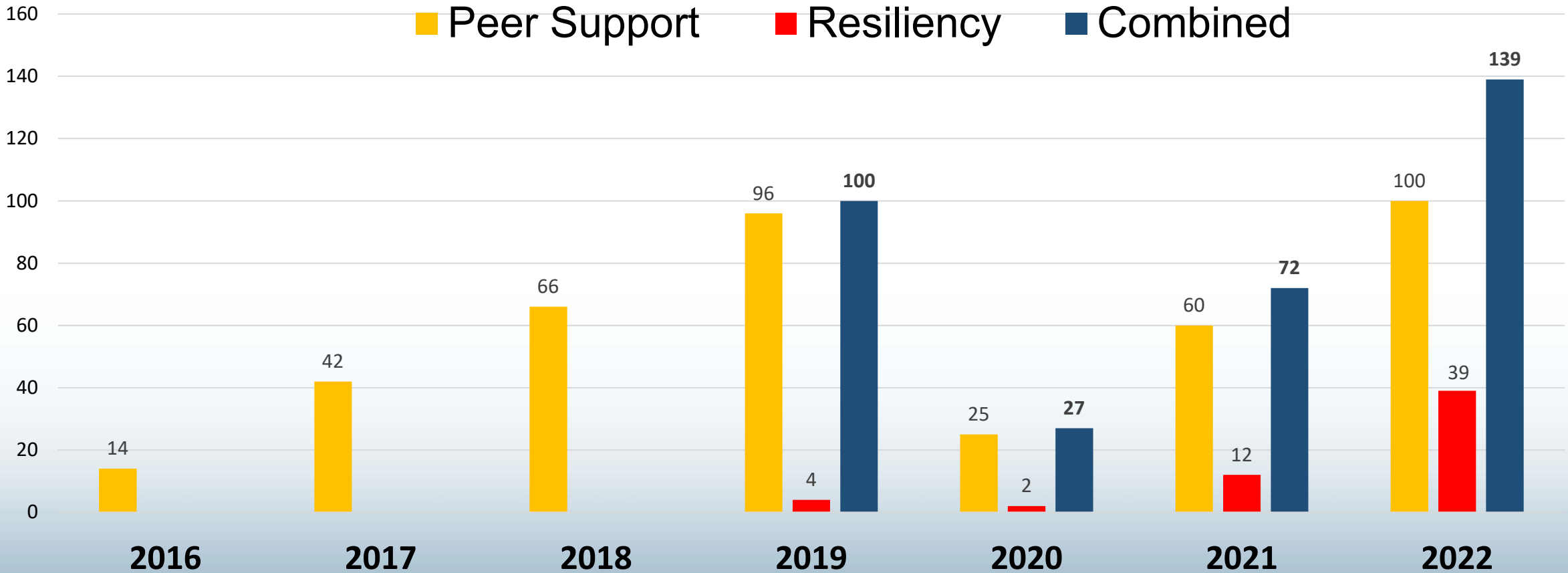
**As of 12/5/22*

Peer Support: Another Bridge to Care

- One fire service member helping another through a voluntary, flexible approach
- Peers are educated on critical behavioral health problems in the fire service
- Peers are trained to use active listening, confidentiality, assessment, and referral skills
- Provide a trusted bridge to services
- Another tool in the toolbox



Trainings Per Year



IAFF Peer Support Training: Update

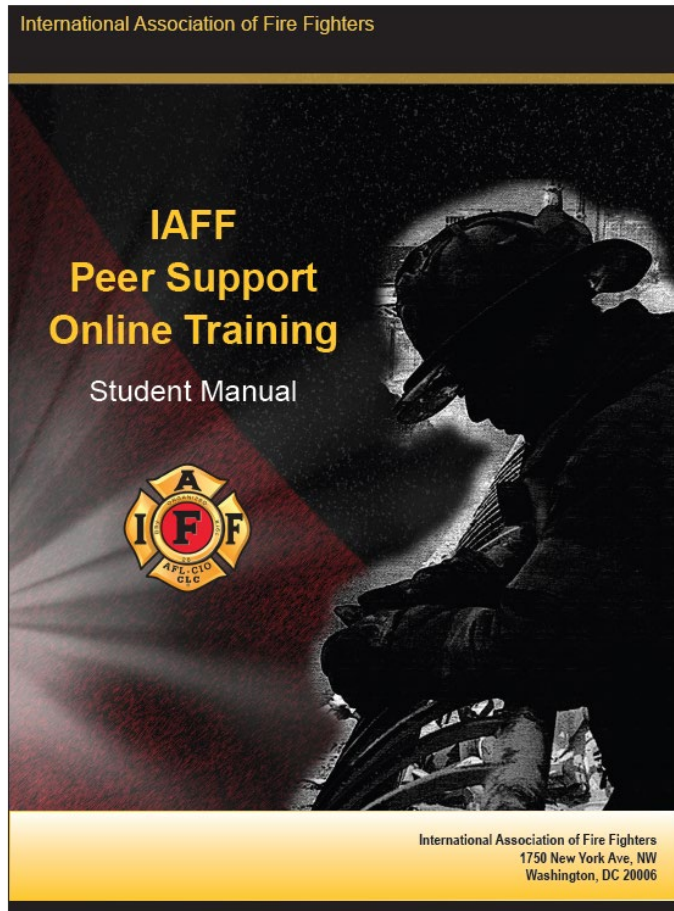


- Launched 2016
- 44 appointed instructors
- **8,831** individuals trained to date
- 431 classes in US and Canada
- 100 classes delivered 2022 (18 virtual)
- 1,563 signed up on PS contact list

**As of 12/5/2022*



Virtual Peer Support Training



- Launched January 2021
- Three days, 6 hours a day
- Instructor / Student ratio: 3:25
- Cost is \$4,600 (vs. \$9,000 for in person)
- Curriculum and Skills Practice Identical
- **2022 virtual classes**
 - 19 virtual peer support classes completed
 - 304 students trained

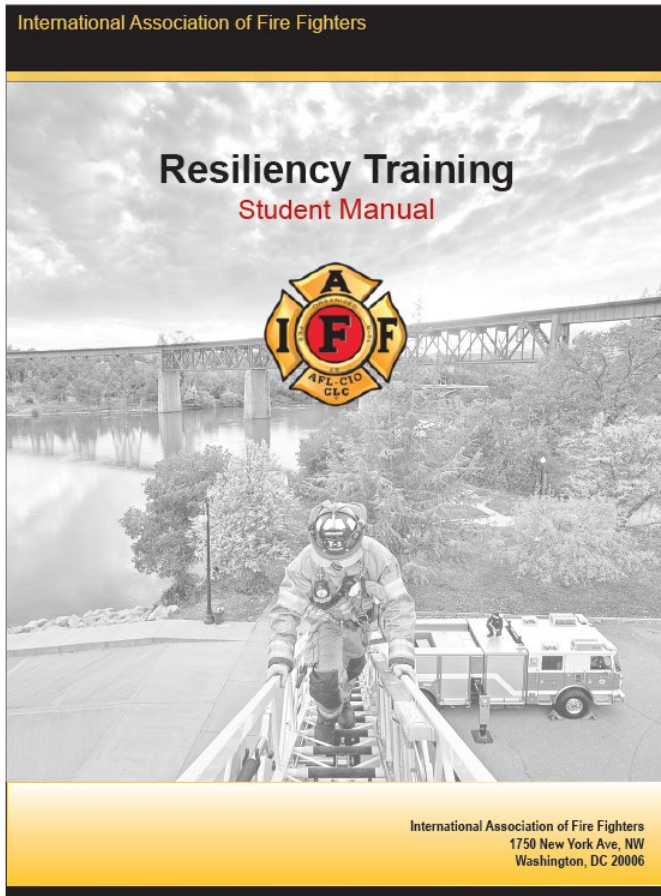
IAFF Resiliency Training: Update



- Launched 2020
- 11 Resiliency Instructors
- **932** individuals trained to date
- 73 classes delivered total
- 40 classes delivered 2022, 9 virtual
- 16 classes scheduled to date 2023
- 287 signed up on Resiliency contact list

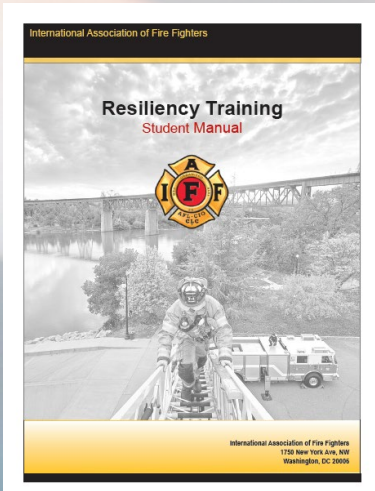
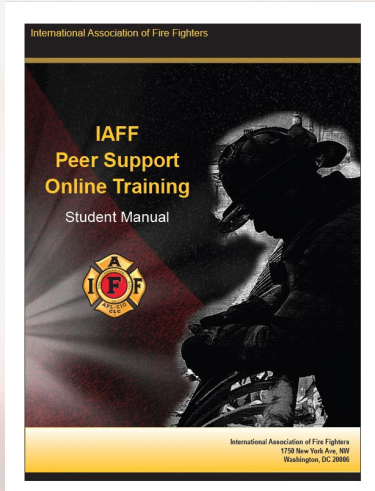
**As of 12/5/2022*

Virtual Resiliency Training



- Launched January 2021
- Two Days, 5 hours per Day
- Instructor / Student Ratio: 3:30
- Cost is \$3,625 (vs. \$6,750 for In-Person)
- Curriculum and Skills Practice Identical
- **2022 virtual classes**
 - 10 classes completed
 - 171 students trained

What the Students are Saying



2022 Student Evaluation Data: 1/1/22- 12/2/22		
	How <u>satisfied</u> are you with training? (1-5)	How likely are you to <u>recommend</u> training? (1-5)
In-person Peer Support (N= 806)	4.7	4.8
Virtual Peer Support (N= 261)	4.7	4.7
In-person Resiliency (N=168)	4.7	4.7
Virtual Resiliency (N= 138)	4.6	4.7



2023 Virtual Class Dates- Open Registration

- **Peer Support (\$230 pp)**
 - Feb 22-24, 2023
 - Mar 27-29, 2023
 - April 17-19, 2023
 - May 15-17, 2023
 - Oct 16-18, 2023
 - Nov 13-15, 2023
- **Resiliency (\$145 pp)**
 - Feb 13-14, 2023
 - Mar 30-31, 2023
 - April 20-21, 2023
 - May 18-19, 2023
 - Oct 19-20, 2023
 - Nov 16-17, 2023



Advanced Peer Support Trainings

- IAFF Trained peers can go to their IAFF profile <https://my.iaff.org/>
- Click on “Advanced Training”
- Register for course



IAFF FIREFIGHTERS

HOME AFFILIATE DIRECTORY MY MEMBERS EVENTS DONATE DUES/SUBSCRIPTIONS MY PROFILE **ADVANCED TRAINING**

Advanced Peer Support Trainings - Course Catalog

The IAFF is pleased to offer advanced training to IAFF-trained Peer Supporters. Thank you for the work you do supporting our brothers and sisters. To get started, use the register button to enroll.

Course Title	Description	Register
Disaster Response Peer Support	The Disaster Response Peer Support training has been developed in the context of more frequent and more severe natural and man-made disasters affecting the fire service. Trained peer supporters will be provided with information on how disasters contribute to behavioral health problems and how to intervene. Participants will learn the importance of promoting five key concepts: safety, calming, efficacy, connectedness, and hope.	REGISTER
Safety Planning Intervention for Suicide Prevention	The Safety Planning Intervention for Suicide Prevention training covers how to complete the Safety Planning Intervention with fire fighters who have made a suicide attempt, reported thinking about suicide or who otherwise may be at risk of suicide. Through this process, the fire fighter will learn how to recognize when they are experiencing a suicidal crisis and will develop a prioritized written list of tools they can use to keep themselves safe. This Safety Plan acts as an emergency plan, or standard operating guide (SOG), to avert a crisis and prevent the fire fighter from acting on their suicidal thoughts or urges.	REGISTER



Safety Planning Intervention for Suicide Prevention

My Safety Plan Worksheet 

STEP 1: WARNING SIGNS
THOUGHTS, EMOTIONS AND BEHAVIORS THAT SIGNAL A CRISIS IS STARTING.

1. _____
2. _____
3. _____

STEP 2: SOLO ACTIVITIES
ACTIVITIES I CAN DO INDEPENDENTLY TO DISTRACT MYSELF.

1. _____
2. _____
3. _____

STEP 3: SOCIAL DISTRACTIONS
PEOPLE AND PLACES TO DISTRACT ME FROM SUICIDAL THOUGHTS.

1. NAME _____ PHONE _____
2. NAME _____ PHONE _____
3. PLACE _____
ADDRESS _____
4. PLACE _____
ADDRESS _____

STEP 4: SUPPORTIVE FAMILY, FRIENDS, PEERS
PEOPLE I CAN ASK TO HELP ME THROUGH A CRISIS.

1. NAME _____ PHONE _____
2. NAME _____ PHONE _____
3. NAME _____ PHONE _____

STEP 5: PROFESSIONALS TO CONTACT
EMERGENCY LINES AND PROFESSIONALS I CAN CALL FOR HELP.

1. NAME _____ PHONE _____
2. NAME _____ PHONE _____
3. LOCAL CR _____
ADDRESS _____

• U.S. National Suicide Prevention Lifeline: 1-800-273-TALK (8255) or suicidepreventionlifeline.org
• Crisis Text Line USA: Text Hello to 741741
• Crisis Services Canada: 1-833-456-4566 or crisiservicescanada.ca
• Crisis Text Line Canada: Text Hello to 888898

STEP 6: MAKING THE ENVIRONMENT SAFE
REDUCING MY ACCESS TO LETHAL MEANS.

1. _____
2. _____

Safety Plan Worksheet ©2008 Barbara Stanley and Gregory K. Brown. Reproduced with permission.

- Launched December 2020
- Advanced course for IAFF Trained Peers
- Safety Plan= SOG to avert suicidal crisis
- Free, 2-hour, self-paced online course
- Required for Peer Support Instructors
- **367** completed (includes 11 COE clinicians)

*As of 11/22/22



Disaster Response Peer Support training



- Launched June 2020
- Advanced course for IAFF Trained Peers
- Free, 2-hour, self-paced online course
- Required for Peer Support Instructors
- **464** students completed
- To access, visit your profile on my.iaff.org
> Advanced Training > Register

**As of 11/22/22*

Responding to the Opioid Epidemic

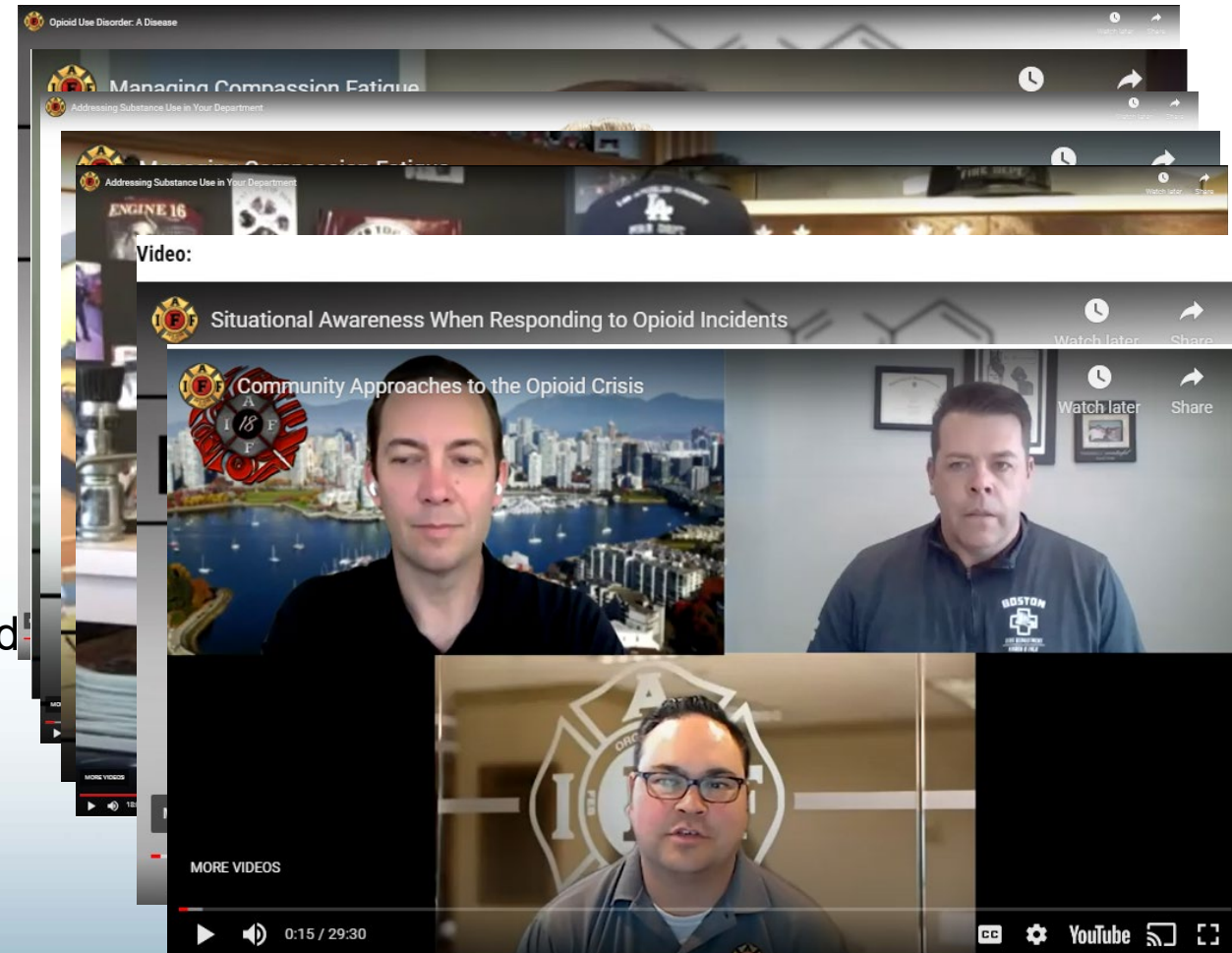


- Ten segment video and podcast series exploring the opioid epidemic for fire service personnel and civilians
- Funded by NIEHS, DOE, NIOSH
- **FREE**, anyone can access at <https://www.iaff.org/opioid-epidemic/>

Visit iaff.org/opioid-epidemic/



1. Opioid Use Disorder: A Disease
2. Treating Opioid Addiction
3. Treatment Considerations for Fire Fighters
4. Responsible Approaches to Pain Management
5. Stories of Recovery From Opioid Addiction
6. Addressing Substance Use in Your Department
7. Situational Awareness When Responding to Opioid
8. Managing Exposure Risks
9. Community Approaches to the Opioid Crisis
10. Managing Compassion Fatigue



IAFF Online Recovery Meetings

- Virtual live support group hosted on Zoom, intended for members in recovery or coping with addiction
- Embraces all recovery traditions
- Occurs Fridays at 12pm EST / Sundays at 5pm EST
- Confidential, no registration required
- Weekly meeting reminders sent
- Zoom links at <https://www.iaff.org/behavioral-health>

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

HOME EVENTS NEWS LOGIN

BEHAVIORAL HEALTH PROGRAM

Behavioral Health and Wellness in the Fire Service

There is growing concern about behavioral health issues and the significant impact on wellness. The stresses faced by fire fighters, paramedics and EMTs throughout the course of their careers – incidents involving children, violence, inherent dangers of firefighting and other potentially traumatic events – can have a cumulative impact on mental health and well-being.

The IAFF continues to develop resources that educate and support members on behavioral health concerns. Check back often for updated information on behavioral health programs and resources.

Online Behavioral Health Awareness Course

Peer Support Program

Resiliency Training

Center of Excellence for Behavioral Health Treatment and Recovery

Clinician Training

Online Recovery Meetings

Responding to the Opioid Epidemic

Video Resources

Resource Guides/Shareable Information

COVID-19 Behavioral Health Resources

Contact

Attending Online Meetings

You do not need to sign up or register in advance. Simply click on the [Join Meeting](#) link below and enter the meeting password. Meeting links and passwords may change occasionally.

If you are interested in receiving updates and reminders about IAFF online recovery meetings, sign up [here](#).

IAFF Online Meeting Schedule

Important: Meeting days/times/links are subject to changes. Please bookmark this page and refer back to it for each meeting.

Speaker Meeting:

- **Sundays**
5:00-6:00 p.m. ET (2:00-3:00 p.m. PT)
[Join Sunday's Meeting](#) (Password: IAFFstrong)

Small Group Meetings:

- **Wednesdays** – Hosted by Toronto Local 3888
8:00-9:00 p.m. ET (5:00-6:00 p.m. PT)
[Join Wednesday's Meeting](#) (Password: TFS12etp)
- **Fridays**
12:00-1:00 p.m. ET (9:00-10:00 a.m. PT)
[Join Friday's Meeting](#) (Password: 2countries)

Promote Online Meetings

Use the IAFF-branded graphics below to promote our online recovery meetings to your members on social media or in the firehouse.

IAFF Online Recovery Meetings

Coping with or in recovery from an alcohol or substance use problem? Join an IAFF Online Recovery Meeting. Meetings occur Sundays, Wednesdays and Fridays. No pre-registration needed. Hosted in Zoom. Participate with video or audio only; no identifying information is required – we do not monitor or track participants. For the online meeting schedule, visit www.iaff.org/behavioral-health/online-recovery-meetings

IAFF Online Recovery Meetings

Coping with or in recovery from an alcohol or substance use problem? IAFF online recovery meetings are an inclusive space that embraces all traditions to recovery, including Buddhist Awareness (BA) or Buddhist Awareness (BA), SMART recovery, harm reduction and medication-assisted treatment. No pre-registration needed. Hosted in Zoom. Participate with video or audio only; no identifying information is required – we do not monitor or track participants. These peer-led meetings are intended to provide a supportive space for individuals to share their experiences, strength and hope with other members and others interested in recovery. Online meetings provide an alternative to in-person meetings and offer support, accountability and connection to other members who want to live without alcohol or drugs. Online recovery meetings are 60 minutes and begin with a review of ground rules.



January- November 2022 Stats



IAFF Online Recovery Meetings

Coping with or in recovery from an alcohol or substance use problem?
Join an IAFF Online Recovery Meeting.
Meetings occur Sundays and Fridays.

No pre-registration needed. Hosted in Zoom. Participate with video or audio only;
no identifying information is required – we do not monitor or track participants.

For the online meeting schedule, visit
www.iaff.org/behavioral-health/#online-recovery-meetings

- 94 meetings total
- 5900 minutes total
- 961 participants
- Average meeting size
 - (F) Small group- 8.4
 - (S) Speaker meeting –12.3

**As of 12/2/2022*



Treatment



IAFF Center of Excellence

- Exclusively for current/ retired IAFF members
- Dually licensed to treat mental health and addiction
- Average length of stay 45 days
- Daily boarding fees waived/ paid by IAFF
- In-network most major insurance plans
- 18-month aftercare monitoring
- Bi-weekly meeting/ visits from IAFF team
- Most common admission diagnoses: Alcohol use disorder, PTSD, Depression
- 2,524 members treated as of 12/8/22
- Admissions or inquires call **1- 855-900-8437**



www.IAFFRecoveryCenter.com



IAFF Center of Excellence II (West Coast)

- Located in Hemet, CA (Riverside County)
- Initial opening: 30-32 inpatient beds and 6 group rooms
- First phase - scheduled to open 1st Quarter 2024
- Second phase - 40 beds to open at later date
- **Wildfire academy** to include education and training, to operate independently of the 240-acre property



EHN Canada

Who is Edgewood Health Network (EHN)?

- Considered the largest network of mental health and addiction treatment centers in Canada
- Founded in 2014 as a privately held company
- Reports a collective 75 years of experience across their inpatient and outpatient facilities
- Offers Military, Veteran, and First Responders (MVFR) programming at four locations
- Treated 25 IAFF members to date since partnership
- Headquartered in Toronto, ON
- Dedicated toll-free number for IAFF members
 - **1-888-301-7876 English/ French**



Questions?



Your IAFF Behavioral Health Team



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**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
INTERNATIONAL ASSOCIATION OF FIRE CHIEFS**



Social Connections: A Foundation for Wellness

Dr. Kerry Ramella, LPC, PhD

Public Safety Crisis Solutions, LLC

12/12/22

WFI = RESILIENCE

**ORGANIZATIONAL GOAL IS OVERALL WELLNESS AND
FITNESS**

Individually and Collectively

To build a

STRONGER HEALTHIER FIRE SERVICE

THE IAFF
RESILIENCY
BUILDING
CONCEPTS:

Positive Thoughts

Positive Interactions

Nutrition and Exercise

Mind and Body connection

Positive Emotions

Spirituality

Organizationally



Protects against heart disease (the #1 killer of FF's)

Potentially increases life expectancy by up to a decade

Inoculates against daily hassles and life altering events

Improves job satisfaction and productivity

Boosts your immune response

Lowers risk of alcohol and drug dependency

THE IMPORTANCE OF RESILIENCE



SOCIAL CONNECTIVITY

We all need to be “psychologically visible” to others (acknowledged, respected and cared for by another human being).

The top 10 % of the world’s happiest, most resilient people cite the quality of their connection to others as the #1 reason more so than wealth, gender, age, race or accomplishments.



Threats to Connectiveness

***BURNOUT
COMPASSION FATIGUE
AND
NEGATIVITY***



THE BIOLOGICAL BASIS OF RESILIENCE=OXYTOCIN

When we connect with others we release a neuro-hormone called “oxytocin.”

This chemical reaction is associated with positive feelings towards others, increased concentration, and actually calms the heart as well as boosts the immune system.

Social Connectivity

- ONE OF THE SINGLE BIGGEST PREDICTORS OF RESILIENCY IS THE *QUANTITY AND QUALITY* OF YOUR SOCIAL SUPPORT NETWORK.
- THE CORRELATION BETWEEN SOCIAL CONNECTIVITY AND HEALTH, HAPPINESS AND HIGHER PERFORMANCE IS STRONGER THAN THAT BETWEEN CIGARETTE SMOKING AND CANCER!
- LACK OF SOCIAL SUPPORT IS A RISK FACTOR FOR DECREASED LONGEVITY RIGHT UP THERE WITH CIGARETTES, ALCOHOL ABUSE AND A SEDENTARY LIFESTYLE.



EMOTIONAL CONTAGIONS

- When two or more people enter a room, the one with the most intense emotional expression (positive or negative) will control the atmosphere within 2-3 minutes.
- At work and home.
- Its not only up to the supervisor but every member of the crew to try and contribute to a positive atmosphere.



Positive Interaction Ratio

Having a positive to negative interaction ratio (P/N ratio) of greater than 3:1 has been associated with increased workplace as well as marital/relationship success.



STRATEGIES TO IMPROVE THE P/N INTERACTION RATIO

1

Recognize positive behaviors through praise, recognition, encouragement and light heartedness.

2

Watch and correct the Negative interactions on your shift as needed.

3

Think how can you instigate positive interactions: make a game or challenge out of it.

Ask Yourself

- What can I do to make a difference?
- Will I allow SOMEONE'S behavior to ruin my day?
- Work together as a team (crew to supervisor or supervisor and crew to a member)
 - Communicate the negative behaviors that are causing problems.
 - Work together to create positives with or without all members participating.
- Make someone else feel good if you can
- Help others celebrate good news!



ORGANIZATIONAL RESILIENCE= STRONG POSITVIE CONNECTIONS

1

How are we personally responsible
In creating a resilient organization?

2

What are the crew responsibilities to each other regarding mental health and resilience?

3

Company Officers responsibilities to create organizational resilience?

4

Department responsibilities?

ORGANIZATIONALLY

ONGOING Department training at all levels

HOTWASH with positives what went well, what were the strengths, how can we improve

Recruits and Probationary training

Imbedding resiliency concepts into all training outlines

ENGAGE your Retirees



DIRECTOR OF BEHAVIORAL HEALTH ASSISTANCE PROGRAMS

Dr. Kerry Ramella

