

# The Fire Service Joint Labor Management Wellness-Fitness Initiative

**THIRD EDITION**





# Program Development



- Developed in 1995 jointly between the IAFF and IAFC
- The program uses a holistic approach in addressing the total needs of maintaining fit and healthy uniformed personnel

# Components of the WFI

- Medical Evaluation
- Fitness
- Rehabilitation and Injury Prevention
- Behavioural Health
- Cost Justification
- Data Collection
- Implementation

# WFI Implementation

## SJRFD Experience

- Implemented as the result of an Interest Arbitration ruling in 1998
- Program launched in 2000

# WFI Behavioural Health Goals

- Investment
- Balance
- Resiliency

# Behavioural Health Components

- Qualifications of the Behavioural Health Specialist
- Periodic Behavioral Health Evaluation
- Comprehensive Counselling Services, Chaplaincy etc.
- Incentive To Access Services
- Behavioural Modification
- Employee/Member Assistance Program

# Behavioural Health Components (Cont.)

- Substance Abuse
- Stress
- Marketing and Awareness of the Program

# Stress – Job Related

- CISM – Mitchell Model (Under Review)
  - Use of Peer Debriefers/Defusers
- PTSD – No Legislative Presumption in this Province
- Latest Trends –
  - Change in focus to most immediately affected personnel – limiting exposure
  - Self Care and screening for peer debriefers
  - Peer Counsellor?

# Stress - Family

- Access to counselling services
  - Spousal
  - Financial
  - Spiritual
  - Retirement Planning
  - Education

# WFI Program Advantages

## Our Experience

- Flexibility
- Administered by Co-Chairs (Union/Management)
- Non-Punative
- Heavy Reliance on Peer Involvement
- Participant are monitored throughout their careers
- All parties contractually obligated to participate

# WFI Program Disadvantages

## Our Experience

- Mandatory participation
- Integration between WFI and traditional EFAP Programs
- WFI Program has to be **NEGOTIATED** into collective agreement

