

# Mental Health Protections for Emergency and Security Services (ESS) workers

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# Tabletalk

- The risk to develop PTSD among first responders
- Exposure to trauma is part of the job
- This hazard can't be eliminated
- Unions can address it through
  - Information
  - Training
  - Organizational procedures
  - Early intervention
- It can be bargaining. There are examples in CBAs
  - Most of them focused in Defusing/Debriefing
  - And rely on EAPs counseling services



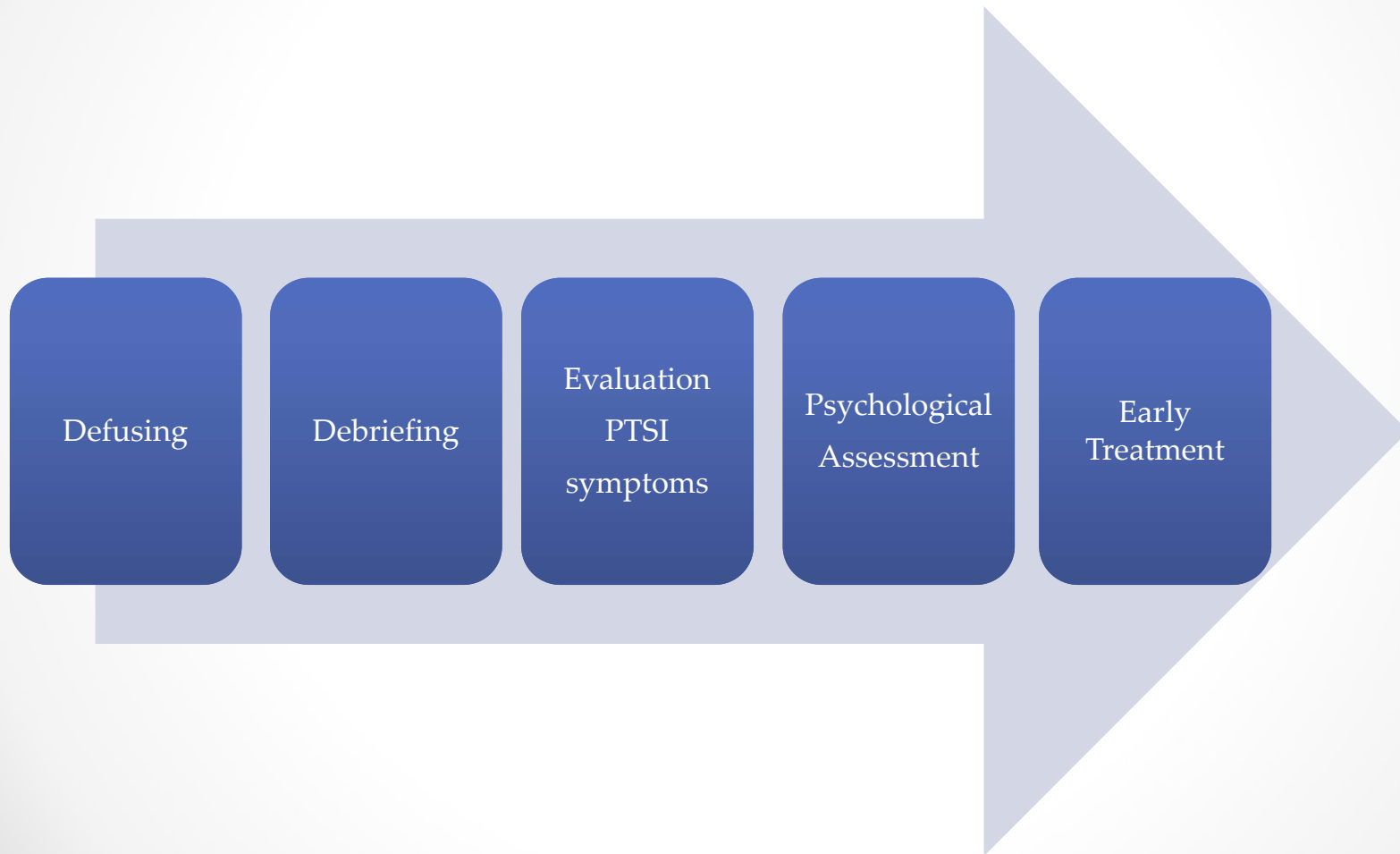
# Exposure to trauma is a Job Hazard for ESS workers

Information

Development  
of protocols

Psycho-  
education

# Exposure to trauma is a Job Hazard for ESS workers



# Collective Bargaining

- Definition of the problem (Critical incident)
- The employer action requested
- The involvement of the H&S committee
- A policy should be drawn
- A procedure for prevention (of critical stress and PTSIs)

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