



**CIPSRT
ANNUAL
IMPACT REPORT** | **APRIL 1, 2022
TO
FEBRUARY 28, 2023**

**Working Together for Public Safety Personnel
Mental Health and Wellbeing**

THE JOURNEY...

**Collaboration
Dedication
Inspiration**

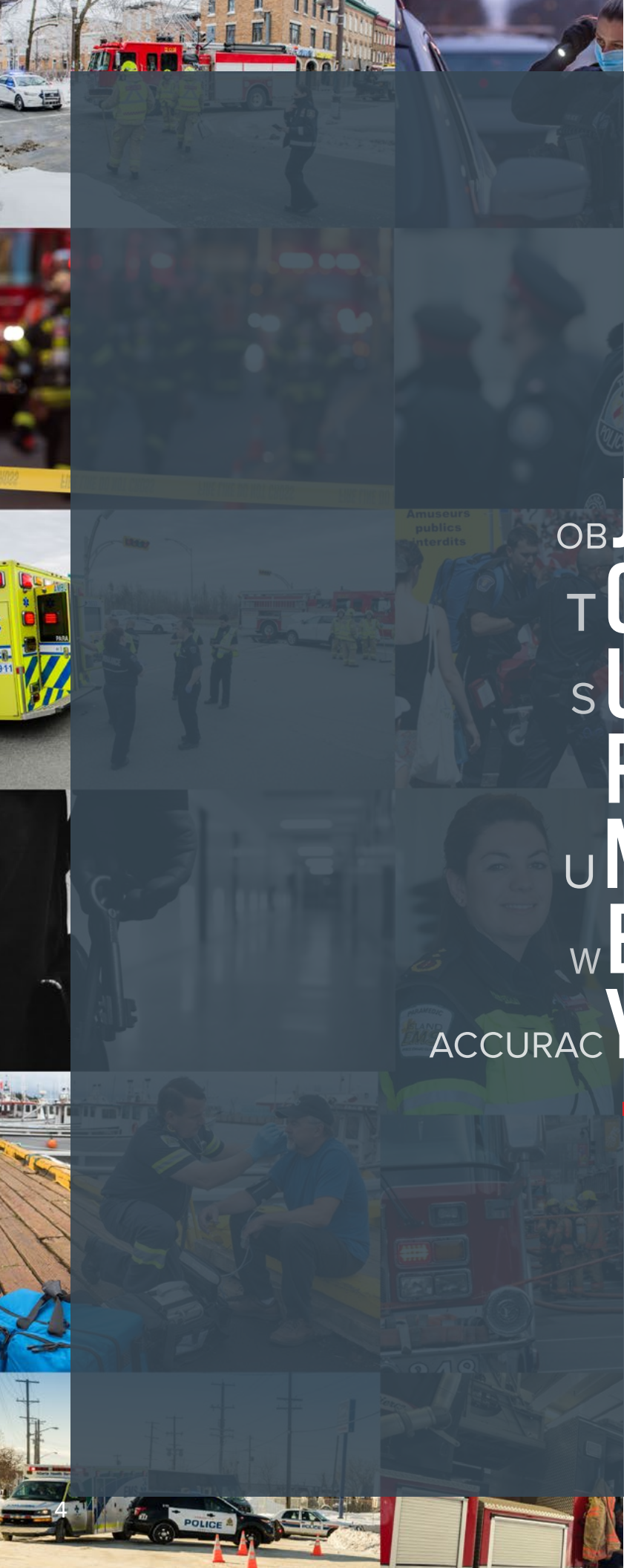
CIPSRT
Canadian Institute for Public Safety
Research and Treatment



ICRTSP
Institut canadien de recherche et
de traitement en sécurité publique

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OBJECTIVE
TOGETHER
SUPPORT
RESILIENCE
UNDERSTANDING
WELLNESS
ACCURACY





MESSAGE FROM CIPSRT EXECUTIVE DIRECTOR

NICK JONES

Dear Stakeholders,

As the outgoing Executive Director of CIPSRT, I am humbled to have had the opportunity to work with so many amazing people during my term. Given what I have learned over the past three years, I am that much more grateful to our public safety personnel (PSP) who work every day to serve us at risk to their own mental health and wellbeing as well as that of their families.

I am pleased to present you with CIPSRT's 2022-2023 Annual Impact Report. The past year has been a significant one for CIPSRT and its many partner agencies and organizations, as we worked toward our goal of protecting and supporting those who protect us.

Critical to our successful development and delivery of tools and services that positively affect the mental health and wellbeing of PSP, is collaboration between academics, researchers, public safety agencies, organizations representing PSP, and all levels of government.

It was the collaboration of academics, researchers, public safety agencies and organizations, and then Justice Minister Ralph Goodale that led to the founding of CIPSRT in 2018. There is still much to do in strengthening partnerships between academics, researchers, and PSP, but we have taken important steps in expanding that initial collaboration.

A strong partnership with the Public Safety Steering Committee (PSSC) has enabled CIPSRT to collaborate with PSP in federal, provincial, and municipal agencies across the country.

Our collaborations with the Atlas Institute for Military, Veterans and their Families and the Canadian Institute for Military Veteran Health Research have provided opportunities to learn from each other and bring awareness of the knowledge garnered in each sector's stakeholders, collectively broadening our overall reach. The 2022 CAHS forum was focused on PSP mental health and wellbeing. This significantly increased awareness of PSP mental health issues for health researchers across the country.

The ongoing and continuous support and participation of the PSSC leadership and members of the Academic, Researcher,

and Clinician Network Advisory Council (ARCNAC) for the work of CIPSRT played a key role in the extension of CIPSRT's operational funding to 2025.

Public Safety Canada (PSC), the Public Health Agency of Canada (PHAC), and the Canadian Institute for Health Research (CIHR) have also been key partners in facilitating the development of projects and initiatives in support of PSP mental health and wellbeing.

As the main funding agency for CIPSRT, PSC plays a critical role in ensuring that the CIPSRT Knowledge Hub can continue to facilitate and coordinate collaboration between key partners. The funds provided by PSC also supports the treatment of PSP through PSPNET and its ongoing development. In 2022, PHAC provided CIPSRT with \$20 million to support five research projects. These projects will explore and support the mental health needs of Canadian public safety personnel, their leaders, and their families. CIHR continues to provide ongoing funding to support research projects focused on the mental health of PSP and their families.

While significant progress has been made over the past five years, much more needs to be done. I urge all CIPSRT partners, supporters, and funders to continue to expand the organization's collaborative relationships.

When I look back at my last three years as Executive Director, what has made success possible for all of us has been relationships, and the further development of these relationships will be critical to the organization's growth and development into the future.

I want to commend all of our many academic, research and PSP partners as well as the CIPSRT team for their continued efforts and advocacy in support of the mental health of public safety personnel and their families – you truly are making a difference.

A handwritten signature in black ink, appearing to read 'Nick Jones'.

Nicholas (Nick) Jones, Ph.D.

Executive Director

June 2019 – February 14, 2023



CIPSRT

Focus

Our Vision

- Lead**
To be a global leader for evidence-based knowledge exchange, knowledge translation, and knowledge mobilization for PSP.
- Support**
To actively support current and former PSP, their leaders, and their families in minimizing posttraumatic stress injuries.
- Improve**
To improve and maintain the mental health and wellbeing of PSP.

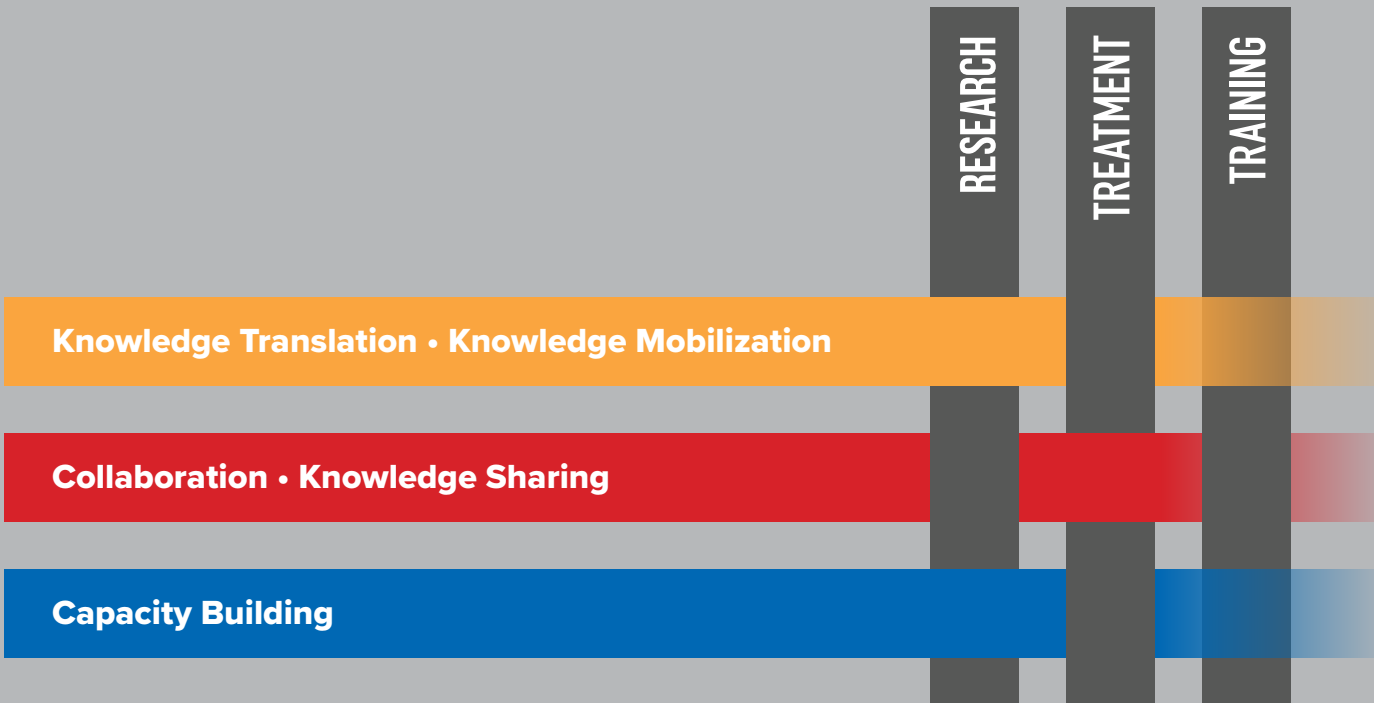
Our Mission

To support the mental health and wellbeing of Canada’s public safety personnel, their leaders, and their families through research, treatment, training, and a knowledge mobilization hub.

The CIPSRT mission is collaboratively supported by public safety stakeholders and leaders, clinicians, practitioners, subject matter experts, and researchers.

Three Pillars

CIPSRT has effectively created three pillars of work.



CIPSRT

Highlights

CIPSRT received funding June 2018. Over the last five years, CIPSRT's journey has been one of collaboration, inspiration and determination, with the goal of supporting the mental health and wellbeing of PSP, their leaders and their families.

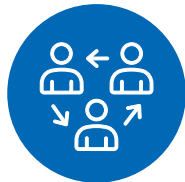
The last year CIPSRT achieved many objectives including the following **HIGHLIGHTS:**



- Built capacity through CAHS Forum, SPEC, ARC Network expansion
- **20** more Champions of Mental Health recipients recognized and awarded
- Received **\$20 Million** in PHAC funding for 5 projects



- Hosted **12** webinars reaching **3,752** PSP
- Delivered PSPNET to **1,033** clients
- PSPNET developed and is delivering the Spouse and Significant Other and the PSPNET Families Program



- Trained **179** R2MR trainers
- Delivered sleep training to **342** PSP



- Distributed **3,350** printed mental health and wellbeing tools
- CIPSRT published the RCMP Longitudinal PTSD Study protocol paper setting the stage for the study from a scientific perspective, and defining a standard for conducting similar research in the future.



- Increased Twitter followers by **21%**
- Increased Facebook followers by **46%**

“We care so much about physical injuries, but emotional and mental injuries are still dismissed at times. We question mental health injury more, thinking it is fake or something people are using to get something from the employer. That is something that needs to be addressed, and we do that by having people in organizations step up.”

– Adib



Adib Kaddoura

2022 Champion of Mental Health recipient
Correctional Officer

Adib believes that the focus on mental health supports is in its infancy and more research is needed to support PSP struggling with mental health issues. Adib also believes that it's important to work on reducing stigma, both at the individual and organizational level.



MESSAGE FROM PUBLIC SAFETY STEERING COMMITTEE CO-CHAIRS (PSSC)

KEN MCMULLEN

President of the Canadian Association of Fire Chiefs

PIERRE POIRIER

Executive Director of the Paramedic Association of Canada

Dear Public Safety Community,

The last year has been one of growth and evolution in terms of our work with CIPSRT and our other academic and funding partners.

Collaboration continues to be a critical element in support of the work we have undertaken. The partnering of numerous sectors within the PSSC has greatly strengthened our messages around mental health, our appeals for assistance, and our funding requests in support of PSP mental health. Speaking from a shared perspective, and with one voice, has been essential in identifying the urgency of the need.

Our collaboration with CIPSRT, the Canadian Academy of Health Sciences (CAHS), and the Canadian Institute for Military and Veteran Health Research (CIMVHR) has provided us with greater insight into the research being undertaken. It has equipped us with the ability to inform academics and researchers about our greatest needs. It has led to the development of some important tools and has laid the groundwork for others.

In September of 2022, members of the PSSC were invited to attend the CAHS Forum, moderate panel discussions, and participate in the question-and-answer sessions. It was an opportunity we would not have had without our ongoing collaboration with CIPSRT, CAHS and CIMVHR, and the Canadian Institute of Health Research (CIHR). It provided us with the ability to further deepen understanding between academics, researchers and PSP.

The partnership between PSSC, CIPSRT, CAHS, CIMHVR, CIHR, as well as the Academic, Researcher, and Clinician Network Advisory Council (ARNAC), the Academic, Researcher, and Clinician Network (ARC Network), Public Safety Canada (PSC), and Public Health Agency of Canada (PHAC), played an important role in the December 2022 announcement of an extension to CIPSRT's funding to March 31, 2025. Securing that bridge funding was critical to the PSP community because it will allow us to further develop the argument for ongoing funding for PSP mental health services and programs.

PSPNET, an evidence informed and proven treatment which is an important resource for PSP, is not currently available in all parts of the country, so that will be something we will want to work towards in future years.

The importance of collaboration in addressing the mental health needs of PSP cannot be overstated. There are no easy solutions to this issue. Addressing this issue will take time, commitment, perseverance, and endurance from all parties, but there are successes ahead. If we continue to invest and remain committed to working together for the betterment of PSP mental health – we will improve things – we will make life better for the PSP on our front lines.

Pierre Poirier
PSSC Co-chair

Ken McMullen
PSSC Co-chair

“One part of the support needed by PSP is the demystification of mental health. Barriers can be broken by promoting, understanding, and normalizing the need for mental health support, preventing stigmatization and judgment. It is vital to have a wide selection of supports such as self-assessment tools and learning opportunities and peer support - having people on the ground who can listen, disseminate information, and ultimately help reduce the stigma around mental health.”

– Nathalie



Nathalie Ménard

2022 Champion of Mental Health recipient
Firefighter

Nathalie has learned that all PSP have the “soul of a saviour”; putting on the uniform can make PSP feel invincible. However, she has also found that the shield a uniform provides can crumble, leaving behind a person who needs and deserves support.

CIPSRT provides a Knowledge Exchange Hub that supports interactions between academics, researchers, clinicians, PSP, their leaders, their families, and other stakeholders. The Knowledge Exchange Hub also supports the creation of tools and the delivery of training all in support of PSP health. CIPSRT also provides PSPNET, which provides the first evidence-based treatments specifically tailored for Canadian PSP. CIPSRT was founded in 2018 as part of the National Action Plan on Post-traumatic Stress Injuries and the Federal Framework on Post-traumatic Stress Disorder, with funding from the Government of Canada.

CIPSRT has worked collaboratively with many partners to make significant strides in the support of PSP mental health. The research consortium between CIPSRT and the Canadian Institutes of Health Research (CIHR) has now funded four sets of PSP-specific research projects, with another grant opportunity slated for the upcoming year. PSPNET, the first Internet-delivered Cognitive Behavioural Therapy (ICBT) platform pilot specifically for PSP, continues to provide evidence-based treatment to frontline PSP, with growing access across Canada and novel programming to meet the needs of PSP and their families. CIPSRT has continued to work collaboratively with PSP stakeholders, including academics, researchers, and clinicians, to develop strategies for knowledge translation and knowledge mobilization, all in support of developing high-quality and easily accessible evidence-informed and evidence-based tools, treatments, training, and supports for all PSP.

Along with securing bridge funding for the next two years (until March 31, 2025), the last five years have seen great strides including the creation of CIPSRT branding, the COVID Readiness Response Program, PSPNET treatment (now offering four programs and expanding to include PSP families), the provision of numerous tools, and many training courses. All of these projects and activities have been the result of collaboration with many CIPSRT stakeholders who all share a vision of creating effective and accessible mental health supports, building a culture with less stigma, and increasing awareness about the unique challenges and solutions facing the 350,000 PSP and their families who serve this country.

“As Canada’s largest policing advocacy organization, the Canadian Police Association is proud to be part of the efforts made by CIPSRT over the past year, particularly as we continue to raise awareness regarding the unique mental health challenges faced by first responders across Canada.

As members of the Public Safety Steering Committee, we’re particularly encouraged by the continued development and delivery of effective and rigorously evaluated treatment and support options that are becoming available to front-line civilian and sworn police personnel.

We look forward to continuing this important work through CIPSRT, with evidence-based resiliency strategies and techniques to build coping skills to help our members better manage the occupational and organizational stressors they face, and to prevent future injury.”

– Tom



Tom Stamatakis

CIPSRT Public Safety Steering Committee member
President of the Canadian Police Association (CPA)
President of the British Columbia Police Association (BCPA)

CIPSRT

Structure

CIPSRT operates with the input of two advisory committees: The Public Safety Steering Committee (PSSC) and the Academic, Research and Clinician Network Advisory Committee (ARNAC) which is elected from the Academic, Research and Clinician Network. All members support the development and maintenance of evidence-based services for PSP and provide guidance and advice on strategic directions.

The ARCNAC plays an important role in supporting CIPSRT. Their research and clinical expertise helps support our knowledge translation and mobilization activities. Ensuring the knowledge products we develop are informed by current research and best practices in clinical support for PSP. The collaboration provided by the ARCNAC ensures that CIPSRT is always providing factual, evidence-informed support for PSP across Canada.



CIPSRT

Public Safety Steering Committee (PSSC)



C. Allen
Royal Canadian
Mounted Police



T. Battisti
Canada Border
Services Agency



J. Bloomfield
Union of Canadian
Correctional Officers



MJ. Boucher
Correctional Service
of Canada



D. Deines
Paramedic Association
of Canada



G. Ditchburn
Canadian
Association of Fire
Chiefs



S. Hamamoto
International
Association
of Fire Fighters



G. Krätzig
Royal Canadian
Mounted Police



D. Lachapelle
Canadian Border
Services Agency



J. Malloy
Canadian
Association of
Police Governance



K. McMullen
Canadian
Association of Fire
Chiefs



R. Mellow
Paramedic Chiefs of
Canada



S. Mongrain
Correctional Service
of Canada



K. Nash
Paramedic Chiefs
of Canada



D. Neufeld
Union of Safety &
Justice Employees



P. Poirier
Paramedic Association
of Canada



G. Robertson
Union of Canadian
Correctional Officers



J. Sandelli
Union of Safety &
Justice Employees



T. Saryeddine
Canadian Association
of Fire Chiefs



T. Stamatakis
Canadian Police
Association



R. Stewart
Association of
Public-Safety
Communications
Officials Canada



L. Tremblay
Canadian Association
of Chiefs of Police



C. Ward
Canadian Police
Association



J. Wilkins
Union of Canadian
Correctional Officers



CSIS
Canadian Security
Intelligence Services

CIPSRT

Academic, Researcher, and Clinician Network Advisory Council (ARCNAC)

Members from April 2022-March 2023



G. Anderson



R.N. Carleton



H. Cramm



S. Czarnuch



C. Genest



S. Hatcher



A. Heber



L.A. Keown



J. MacDermid



R. MacPhee



M. McElheran



R. Ricciardelli



K. Schwartz



CIPSRT

Digital and Social Media Highlights



Webinars

- **12** webinars
- **2,192** total views for webinars (live and video)
- **3,366** views for the webinar capsule video
- **23** presenters representing **17** organizations



Twitter

- **1,513** followers
- **234** posts
- **21%** increase in followers
- **1.6 M** impressions



Email

- **1,850** email subscriptions
- **40%** increase in subscription
- **45%** average open rate
- **10,313** total clicks



Facebook

- **1,120** followers
- **231** posts
- **25%** increase in reach per post
- **814,124** reach



Website

- **116,723** website visits
- **45%** increase in website visits
- **98,043** total unique pageviews
- **47%** increase in total unique pageviews



“It is vital to slow down and focus. Mindfulness can also open the door to healthy conversations about mental health.”

– Asher Yaqoob



Asher Yaqoob

2022 Champion of Mental Health recipient
Correctional Officer

Five years after joining the Correctional Service of Canada, Asher Yaqoob started noticing the prison environment’s toll on his mental health. He also observed significant stigma associated with mental health among his co-workers, which Asher felt kept his fellow correctional officers from reaching out for help. Asher believes that skills for managing the mental health challenges of corrections work should be developed during recruit training and that recruits should be equipped with coping skills, practicing self-care, and available onsite and community supports.

CIPSRT

Tools



Sleep 101 Toolkit and Course

The Sleep 101 Course was developed in response to research that showed that in samples of PSP, the majority of reported symptoms are consistent with insomnia. The toolkit provides additional information.



Suicide Factsheet

The PSP Suicide Fact Sheet provides information about suicide in PSP, outlines the unique situation of PSP, and encourages PSP to learn more about supporting themselves and their co-workers.



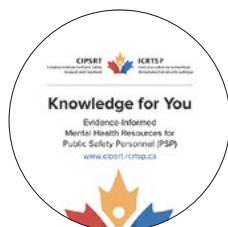
How to Become a Champion of Mental Health

This guide draws on CIPSRT's inaugural Champions' years of experience of supporting mental health and gives tips on how to champion mental health in PSP organizations.



Opioid Crisis Video

Driven by conversations with PSP, CIPSRT realized that many PSP struggle with the mental health impacts of opioid-related calls and created a video addressing this topic.



Mental Health Resource Cards

CIPSRT collected evidence-informed mental health coping strategies, and produced in an easy to use tool.

CIPSRT

Outreach



Awarded 20 Champions of Mental Health in 2022.



Delivered 12 webinars reaching 2,192 PSP.



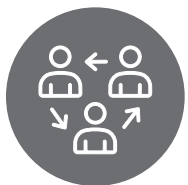
Received 7,118 webinar videos and webinar capsule video views.



CIPSRT staff attended the Canadian Institute for Military and Veteran Research conference as part of their Knowledge Mobilization strategy.



CIPSRT partnered with the Canadian Association for Health Sciences Forum to create awareness for PSP mental health research.



CIPSRT created PSP Connect network, which brings together frontline PSP to exchange knowledge and ideas on PSP mental health.



PSPNET and CIPSRT delivered over 1,500 presentations in the last 5 years.

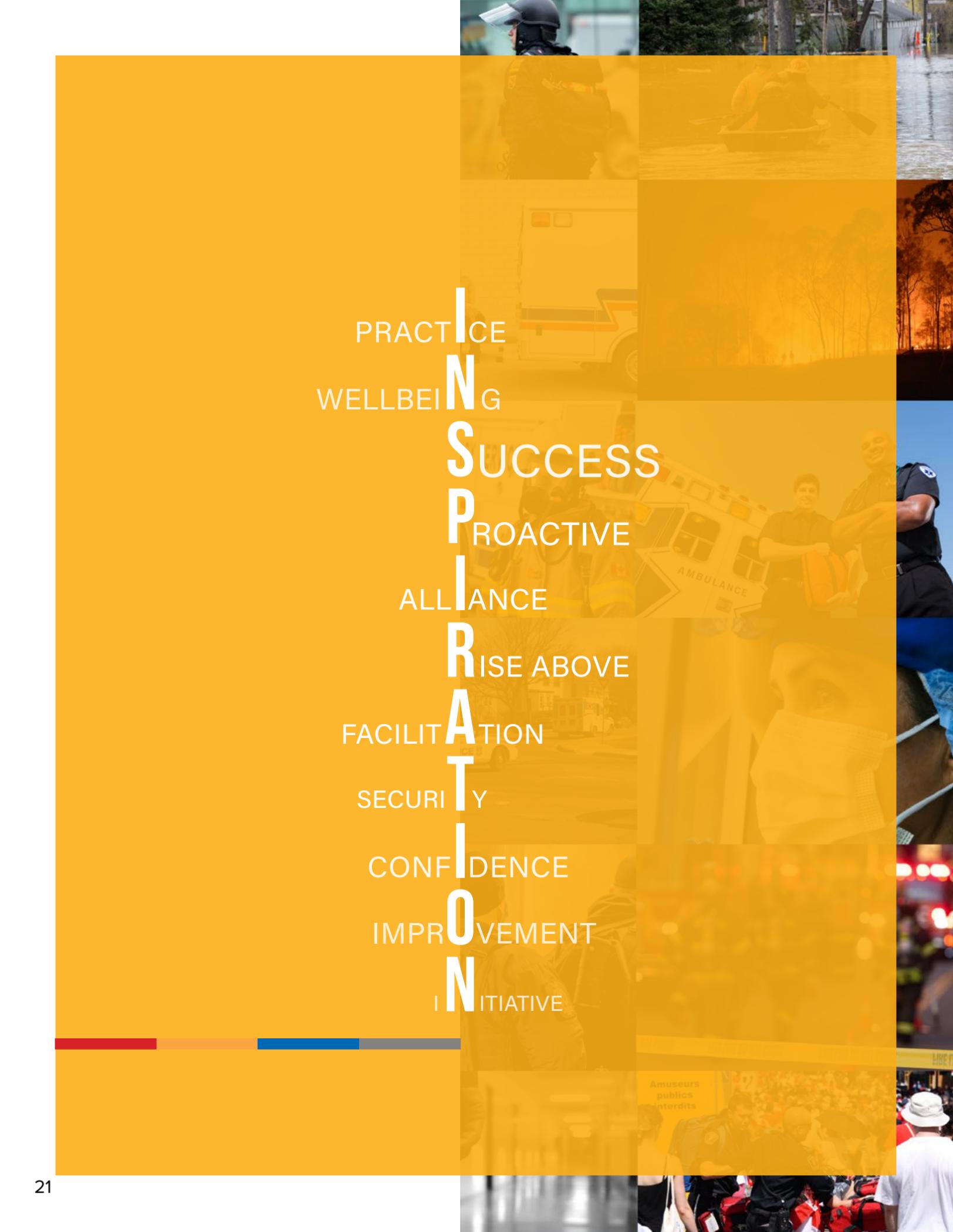
"The heart and soul of the work we do is focused on serving Canadians – that's why it's so important for us to work collaboratively with all our partners. We are bringing the best service to Canadians. If we improve PSP wellbeing, by default we improve the wellness of Canadians."

– Jane



Jirayu (Jane) Uttaranakorn

Web & Social Media Communications Specialist
CIPSRT



PRACTICE
WELLBEING
SUCCESS
PROACTIVE
ALLIANCE
RISE ABOVE
FACILITATION
SECURITY
CONFIDENCE
IMPROVEMENT
INITIATIVE



MESSAGE FROM PSPNET PRINCIPAL INVESTIGATOR

HEATHER HADJISTAVROPOULOS

Dear PSP Community,

The 2022-2023 year was an inspiring one for the PSPNET team. While it was a year of growth and expansion fueled by hard work, we continued to be inspired by the results we were seeing and the feedback we were receiving from our PSP clients.

Our measures on PSPNET client program outcomes over the past year showed significant reductions in depression, anxiety, PTSD, and anger among our PSP clients, but it is the client stories that are the most inspirational. It's the stories we hear about PSP who say the program helps them manage their symptoms at home and at work; and about PSP who say their co-workers, managers, bosses, and family members tell them they appear healthier, that inspire the entire PSPNET team.

Also inspiring are the responses we are now getting from PSP leaders. When we first launched PSPNET, many appeared somewhat skeptical. Now more and more PSP leaders say they are hearing about PSPNET from those who have taken our course, and who are recommending it to others!

Our passion for this work led us into new fields this year. Our PSP clients told us their families also suffer when PSP struggle because of their indirect exposure to traumatic events. They asked if we could offer programming for families, and if PSP spouses might be able to take the Wellbeing Course. We heard so much from PSP, about their concern for their families, that when we had the opportunity to expand PSPNET to include PSPNET Families, we jumped on it.

We were delighted to partner on PSPNET Families, with Dr. Nathalie Reid from the Child Trauma Research Centre at the University of Regina, and Dr. Heidi Cramm with Queen's University Families Matter Research Group. The program is in the early stages, but we now have a website for families to use, and we're getting some good feedback from those who have gone through a Self-Guided Wellbeing Course tailored to the spouses of PSP. We've also begun an evaluation of the program materials, which will be completed later this year. One of our biggest challenges now is getting the word out to families of PSP.

Therapist-Guided PSPNET courses are currently only available in Saskatchewan, Quebec, New Brunswick, Nova Scotia, and Prince Edward Island. At the request of PSP in provinces without access to PSPNET, we have developed a Self-Guided PSP Wellbeing Course, which is now available to all PSP members across the country. Our goal is to have Therapist-Guided PSP Courses available to PSP across Canada and **are excited to announce expansion of a pilot to Ontario**. In the meantime, our team hopes the Self-Guided Wellbeing Course will fill the gap.

Recently, we've had organizations from outside of Canada reaching out to understand what we are doing and how it might apply in their country. It's inspiring to potentially play a role in helping PSP in other countries.

The more I work in this area, and I see how PSP are impacted by the work they do, the more I feel a responsibility to give back to them.

Our PSPNET team passionately believes that we all have a responsibility to PSP who put their lives in danger everyday for the rest of us. It's this feeling of gratitude for the work done by PSP that continues to inspire us every day.

Heather Hadjistavropoulos, Ph.D.
*Founder, Principal Investigator,
Director - PSPNET*

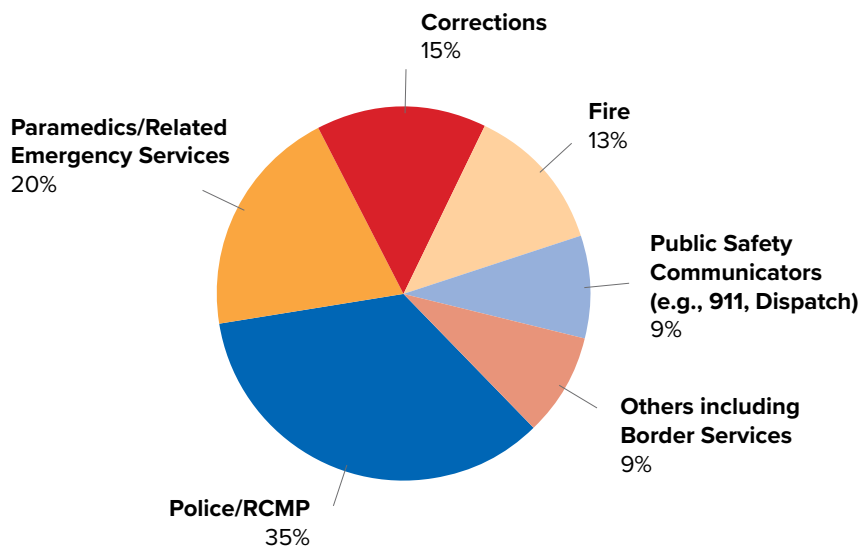


PSPNET has now provided self-guided internet-delivered cognitive behaviour therapy (ICBT) to **237** PSP across the country and therapist-guided services to **796** PSP in Saskatchewan, Quebec, New Brunswick, Nova Scotia, and Prince Edward Island.

Background of Enrollees in Therapist-Guided ICBT

(n = 796, as of February 28, 2023)

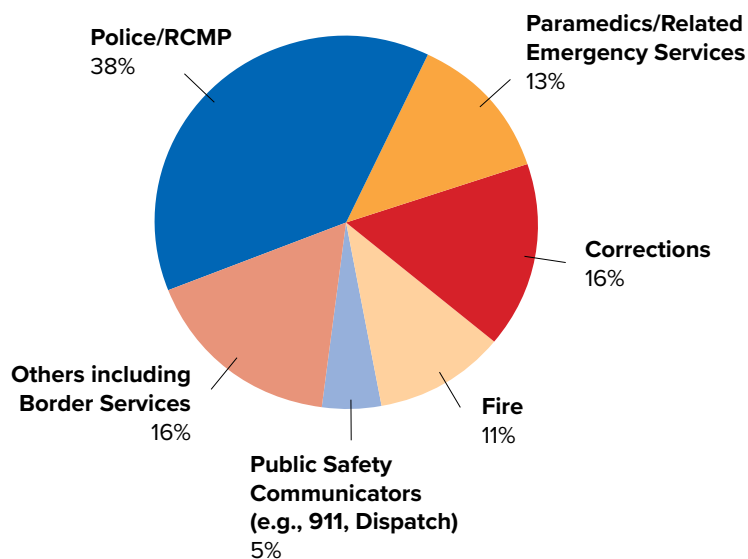
PERCENTAGE OF PSP FROM EACH SECTOR



Background of Enrollees in Self-Guided ICBT

(n = 237, as of February 28, 2023)

PERCENTAGE OF PSP FROM EACH SECTOR



PSPNET |

The Impact



Outreach

9,575 people have attended PSPNET presentations across various PSP organizations

246 organizations and agencies have incorporated PSPNET into their workplace practices

Outcomes

99% found PSPNET worth their time

98% would refer a friend

67% showed significant improvement from pretreatment symptom scores

90% reported increased their confidence in managing their symptoms



PSPNET for Maritimes Provinces is funded by:





Highlights



JUL
2022

July 2022 – launched the Spouse or Significant Other Wellbeing Course tailored for spouses of PSP.

- **123** enrolled
- **99** started the course
- **85** completed questionnaires
- **26** interviewed.

AUG
2022

August 2022 to present – working to engage families stakeholders across Canada through conferences, presentations, organizational meetings. The Families Matter Research Group has completed:

- **51** small meetings with a reach of **50** to **28,000** people.
- **6** larger events with **100-550** people.

DEC
2022

December 2022 – launched the www.pspnetfamilies.ca website with information and strategies for families of PSP

- Over **13,299** visitors have accessed the site as of February 28, 2023

"I loved this course. I felt more confident, and it gave me the tools to help me understand myself and how I reacted to the trauma I've experienced. That I'm normal, there is light at the end of the tunnel."

– PSPNET participant

"I have found that since beginning this course, the skills I have learned have helped me not only decrease my symptoms but also help with my relationships within my family and friends. I now have a better understanding of what I am feeling and why and have been a little more able to share that with the people close to me."

– PSPNET participant

CIPSRT

Training and Development Program

Training Message from Public Safety Steering Committee Co-chairs

The PSSC continues to be involved in identifying program needs and reviewing materials to ensure they will work for frontline PSP. CIPSRT rolled out a “Train the Trainer” program for the Road to Mental Readiness Training Program (R2MR) so that it is delivered across the country. CIPSRT is also assisting with the delivery of the Before Operational Stress (BOS) program. The PSSC works to ensure that CIPSRT considers the impact of program availability and affordability. The PHAC project funding allowed more training to be delivered by CIPSRT in the last year than in CIPSRT’s history.



The Training and Development Program for PSP was funded to provide improved access to relevant and urgent training for PSP and their stakeholders.

- The project enabled CIPSRT to expand some of its existing training programs including the Road to Mental Readiness (R2MR) Training Program.
- The R2MR “Train the Trainer” program provided instruction to 179 PSP.
- CIPSRT has piloted and provided public online offerings of ER2MR training, which is R2MR frontline training done virtually with online instructors. This program has also been converted to French.

In addition, the project enabled CIPSRT to pilot Treatment 101, which is an expansion of CIPSRT’s “Six Steps to Finding a Clinician” program.

- Treatment 101 is an online program which provides PSP with additional training and resources around finding mental health support.
- This program was offered three times in the last 11 months. Registration was so full for each session that CIPSRT doubled the maximum number of students for each course.

The Sleep 101 course was incorporated into CIPSRT training at the request of PSSC at the March 2022 annual meeting. Research from a PSP sample indicated that the majority of PSP reported symptoms consistent with insomnia. PSP consistently get less sleep than the general population. Research has shown that structured sleep education provided to PSP can help improve their sleep. CIPSRT offered three courses this year due to high PSP demand.



"I have been teaching the R2MR program in some form since 2017. Much of this time was spent rolling it out within a large city fire, and paramedic department. My favourite part of the training was always watching the progression throughout the day; people would come in, hesitant, and sometimes even hostile at being mandated to take this training. But they would gradually soften as the course material held up a mirror to see themselves more clearly, and also gave them tools to be mentally healthy.

The most common compliment I would get about the course was simply: 'this is the best training I've ever taken, thank you.' Perhaps the moment I realized R2MR's full effect though was when someone approached me a year after taking the course to say that what they had learned at the R2MR course had saved them from dying by suicide. That is powerful and I can only imagine that it is a story representative of others just like him."

– Josh



Josh Klassen
R2MR Master Trainer

DEVELOPMENT

DEVOTION

EVIDENCE-BASED

DIVERSITY

INNOVATION

RESEARCH

ACTION

TIMELY

CURIOSITY

OPEN

ENERGY



MESSAGE FROM CIPSRT SCIENTIFIC DIRECTOR

NICK CARLETON

Dear PSP Stakeholders,

There were two information requests eight years ago that were instrumental in stimulating the eventual development of CIPSRT.

In 2015, two separate local PSP leaders called the University of Regina's Psychology department in a short period of time, looking for evidenced-based information on programs that effectively protected the mental health of public safety personnel (PSP).

What we very quickly discovered was that there were very few evidence-based assessments of effective services to protect PSP mental health. Recognizing the absent information led us, PSP leaders, other academics, and politicians – including then Justice Minister Ralph Goodale – to champion the need for better information in support of PSP mental health. In the same year the Prime Minister of Canada mandated the development of a National Action Plan to address PTSD and related challenges among PSP.

Following much work with a diverse, committed, and dedicated group of academics, PSP leaders, and administrators from universities and government agencies across the country, CIPSRT was launched in July of 2017. The determination of some extremely dedicated people was critical for moving CIPSRT from a notion to a reality.

The ongoing dedication and collaborations have continued since 2017 and are what makes possible the associated success of CIPSRT. The Canadian Academy of Health Sciences (CAHS) held their annual Forum in September 2022 and invited PSP leaders from the Public Safety Steering Committee (PSSC) to attend, moderate panel discussions, and participate in the question-and-answer session. The confluence of academics, researchers, clinicians, PSP leaders, and other stakeholders was a critically important step in helping to strengthen shared understanding and collaborations in support of all PSP.

By working together with the Academic, Researcher, and Clinician Network Advisory Council (ARNAC), the Academic, Researcher, and Clinician Network (ARC Network), and the Canadian Institutes of Health Research (CIHR) to secure research grant funding, we've also developed many tools that are being used by PSP. I am very proud of the tools we have developed, but feedback from our PSSC partners telling us that we've made gains are how we actually know we are making progress. We're also very proud of the amazing success with PSPNET, which is a substantial piece of the puzzle for protecting PSP mental health.

CIPSRT offers PSP agencies critically important opportunities to coordinate efforts and leverage national capacities for developing and deploying solutions across Canada. PSP experience unique and shared challenges across sectors and across Canada, though relatively few have the internal resources needed to conduct large scale research activities to identify solutions. CIPSRT is enabling this important research to be done for agencies at a national level.

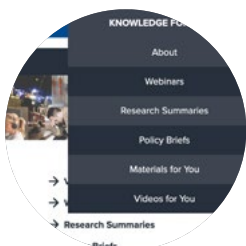
Together, we have undertaken important work since the inception of CIPSRT. I am most proud of the fact that, by taking a determined approach to include so many voices, we have started to make good progress in changing cultures to better support PSP mental health, both inside and outside organizations.

I think we have helped to start changing the narrative around mental health and PSP, and why those changes matter for mental health – and those are exciting reasons for optimism about the future for PSP.

R. Nicholas Carleton, Ph.D.
Scientific Director



10 research summaries involving **56** researchers



901 website views

761 unique pageviews

82% increase in per summary views



Research presentations

- **20** PSP research presentations to **150** CAHS delegates
- RCMP study video shown to over **900** IACP delegates
- Over **1,500** presentations delivered since the founding of CIPSRT



Knowledge Translation Strategy

CIPSRT developed a Knowledge Translation (KT) Strategy as part of the mid-year update. The strategy was developed to guide CIPSRT's effort at KT with a focus on 4 key areas: creating awareness, building networks, improving knowledge sharing, and supporting PSP mental health.

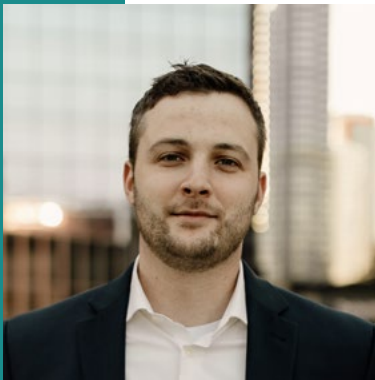


“There is a joke that paramedics don’t retire. The average career is five to seven years, and it has been treated as a fact instead of trying to find out why.

Organizations must understand that having programs and training will help keep people safe and happy at work. There needs to be more information at the start of a paramedic’s career about the impacts the job can have on you emotionally and mentally.

I believe that organizations and individuals working together to help support evidence-based and clinically-supported peer support means workers can have a safer and happier work life.”

– Matthew



Matthew McKeage

*2022 Champion of Mental Health recipient
Primary Care Paramedic, Associated Ambulance*

CIPSRT

& Canadian Institutes of Health Research Consortium

Budget 2018 committed \$20 million over five years to support a joint initiative between the Canadian Institutes of Health Research (CIHR) and the Canadian Institute for Public Safety Research and Treatment (CIPSRT) to address post-traumatic stress injuries (PTSI) among public safety personnel (PSP).

The CIPSRT and CIHR consortium has now provided four research funding opportunities over the last four years, to support the creation of new knowledge to address existing and emerging gaps in PTS as it relates to PSP in Canada.

The first funding opportunity, PTSI among PSP workers, aimed at understanding, identifying, mitigating and preventing PTSI and adverse mental health outcomes among PSP has been concluded. Research updates from the three research projects currently underway will be presented and discussed at this meeting.

Research and Coordination Hubs for Posttraumatic Stress Injuries in Public Safety Personnel

CIHR awarded two directed grants in January of 2022 under the hub funding opportunity. The funding opportunity is designed to establish research and coordination hubs for two support streams: crisis/suicide prevention lines and app-based peer-to-peer support models.

Catalyst Grant: Crisis line and App-based support for Public Safety

The intent of this funding opportunity is to address innovative research questions related to the efficacy/ effectiveness, feasibility, development and/or evaluation of best practices, guidance documents, and uptake of crisis line and app-based services for PSP.

Team Grant: Mental Wellness in Public Safety

CIHR funded eight projects from 2019-2023 to develop new research evidence and tools to address knowledge gaps in PTSI among PSP in Canada.



For Sgt. Sachin Verma helping others is his way of paying it forward for members of his organization.

“I do it because I wish someone would have done it for me,” he says.

– Sachin



Sachin Verma

*2022 Champion of Mental Health recipient
RCMP Officer*

Sachin felt he had taken too long to deal with his own mental health issues and didn't want that to happen to others. As he began speaking to colleagues, he found many were worried about being diagnosed and pulled from work, or they thought themselves frauds for making operational stress injury claims.

Sachin believes it is essential for visible members, especially people in more senior roles, to step forward in favour of addressing mental health issues. Seeing more people willingly share their story enables others to come forward with the knowledge that they will be accepted. For Sachin, the more people involved in supporting mental health, the better, “We need to focus on reducing the fear that people who come forward will become stuck in, or lose, their careers,” he says.



INSPIRE
MOTIVATE
PERSIST
ACCOMPLISH
COMMIT
TRIUMPH



CIPSRT

& Public Health Agency of Canada

Public Health Agency of Canada Supporting the Mental Health of those Most Affected by COVID-19 Projects – funded by the Public Health Agency of Canada (PHAC)

In 2022, CIPSRT received over \$20 million from the PHAC for the project: Supporting the Mental Health of those Most Affected by COVID-19 to fund five research projects through March 31, 2023. These following projects are exploring and supporting the mental health needs of Canadian public safety personnel and healthcare workers.

The Canadian Institute for Pandemic Health Education and Response (CIPHER)

CIPHER supports the nine PHAC – funded projects and the mental health and wellbeing of Canadian PSP and Healthcare Professionals (HCP), their families, and care providers by

- helping with curation, translation, and dissemination of the projects' materials and products, for the frontline PSP community;
- fostering strong communication and collaboration between the funded projects to promote knowledge sharing and the development of innovative resources;
- supporting ongoing evaluation of the projects' impacts to maximize benefits for the intended audiences; and,
- translating and mobilizing knowledge products, and supports from other sources, to make these resources highly accessible to Canadian frontline workers, especially HCP and PSP.



Public Health
Agency of Canada

Agence de la santé
publique du Canada



CIPSRT

& Public Health Agency of Canada Projects



Expansion and Evaluation of the Before Operational Stress (BOS) Program

The BOS training program is an evidence-informed mental health and resiliency training program intended to help reduce the impacts of operational stressors.

- The PHAC project is designed to make available the delivery of the BOS training program to over **100,000** public safety personnel (PSP), frontline workers, and healthcare workers across Canada free of charge.
- As of January 2023, over **350,000** training codes have been provided to PSP and healthcare workers across the country.
- As of February 28, 2023, **33,000** have taken the training.

Expansion and delivery of the BOS program would not have been possible without funding from the Public Health Agency of Canada (PHAC). We would like to thank Dr. Megan McElheran, CEO of Wayfound, and her team. Dr. R. Nicholas Carleton served as principal investigator. We would also like to thank Dr. Gabriela Ioachim, postdoctoral fellow at CIPSRT and research lead for BOS, and Kirby Maguire, CIPSRT research associate and project collaborator.



PSPNET Families Project

The PSPNET Families Wellbeing Hub was developed and acts as a repository for a wide range of resources. This includes information and strategies to help support the mental health of PSP family members, as well as an online therapy program (The Spouse or Significant Other Wellbeing Course) designed for spouses of PSP. These online resources have been developed to address the unique challenges faced by families of PSP.

- There have been over **13,000** visitors to the PSP Families website.
- Over 100 individuals from across the country have been enrolled in the Spouse or Significant Other Wellbeing Course.
- Among course questionnaire completed, **95 %** would refer a friend, **87%** said worth their time, and approximately **70%** said their confidence increased as a result of the program.

With funding from the Public Health Agency of Canada, PSPNET Families is a collaboration between Dr. Heather Hadjistavropoulos, PSPNET at the University of Regina, Dr. Heidi Cramm, Associate Professor, School of Rehabilitation Therapy, Queen's University, and Dr. Nathalie Reid, Director, Child Trauma Research Centre, University of Regina



Advancing Peer Support Programming to Address PTSD and Trauma Among Canadian Public Safety Personnel (PSP) and Veterans

The project includes three streams designed to help peer support efforts across Canada.

- Enhance the PSPMentalHealth.ca website with new tools and updated features.
- Build and launch a national Peer Support Community Network that can collaborate to build peer support guidelines specifically for PSP and Veterans.
- Facilitate access to peer support through the deployment and evaluation of a new PeerOnCall app in 20-30 PSP organizations. App users can connect anonymously by text or phone with a trained peer supporter of their choice, link to customized information and resources, and track wellness over time.

The Advancing Peer Support Programming to Address PTSD and Trauma Among Canadian Public Safety Personnel and Veterans projects are a collaboration between McMaster University, CIPSRT, the University of Regina, Western University, Wilfrid Laurier University, the Fisheries and Marine Institute of Memorial University of Newfoundland, the Atlas Institute for Veterans and Families, and the Canadian Association of Chiefs of Police.



Training and Development Program for Public Safety Personnel

The Training and Development project includes the following courses that were offered to all PSP in Canada:

- Road to Mental Readiness (R2MR) Train the Trainer Program.
- Electronic Road to Mental Readiness (ER2MR) Frontline Training Program (English and French).
- Treatment 101.

Course creation and delivery are a collaboration between Dr. Nick Carleton, Scientific Director at CIPSRT, Dr. Michelle McCarron, CIPSRT Research Associate, Dr. Dustin Silvey, Research Lead of Training and Development at CIPSRT, and Rachel Werrett, Manager of Training and Development at CIPSRT.

CIPSRT

Looking to the Future...

The CIPSRT Knowledge Exchange HUB will focus on the following **priorities**

Treatment



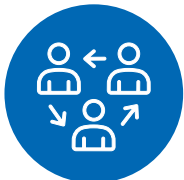
- Outreach efforts to ensure awareness of availability of PSPNET programs
- Maintenance of PSPNET within current provinces
- Expansion of PSPNET to other provinces
- Ongoing research and optimization of the therapist-guided and self-guided Wellbeing Course and the therapist-guided PTSD Course
- Expand Therapist-Guided PSP Courses available to PSP across Canada and **we are excited to announce expansion of a pilot to Ontario**

Research, Knowledge Translation and Capacity Building



- Knowledge Translation Webinar to Help Researchers and PSP
- A Knowledge Translation Kit for Trainees
- Publication of Glossary of Terms V. 3
- Assisting CIHR with the last funding opportunity as part of the PTSI in PSP initiative

Community Engagement, Knowledge Mobilization and Outreach



- PSP Connect – bringing frontline PSP together virtually to exchange ideas, discuss challenges, and inform directions for CIPSRT projects
- Conference attendance for knowledge sharing and knowledge exchange
- Webinars, webinar capsules, and videos on topics of interest based on PSP needs
- Awareness Campaigns

CIPSRT Knowledge Translation Strategy



- CIPSRT has developed a Knowledge Translation (KT) Strategy to guide CIPSRT's KT efforts with a focus on 4 key areas: creating awareness, building networks, improving knowledge sharing, and supporting PSP mental health.
- Scan the QR code to view CIPSRT's KT strategy





Supporting PSP mental health
Soutenir la santé mentale du PSP

www.cipsrt-icrtsp.ca