

Critical Incident Reintegration Program

A Healthier Return to Work

EDMONTON
POLICE
SERVICE

REINTEGRATION

Humble Beginnings:

The program was inspired by a genuine need and built by the Edmonton Police Service using a grassroots approach.

REINTEGRATION

A Streamlined, peer-driven return to work program for police officers and other public safety personnel, featuring an interactive process of dealing with the stress of a critical incident, physical injury or psychological injury.

TWO STREAMS

SHORT-TERM PROGRAM

LONG-TERM PROGRAM

POST-EVENT — PRE-INJURY

POST-INJURY

- OFFICER-INVOLVED SHOOTING
- SERIOUS USE-OF-FORCE EVENT
- SERIOUS ON-DUTY COLLISION
- OTHER CRITICAL INCIDENTS

- AFTER A PTSD DIAGNOSIS
- AFTER SUICIDAL IDEATIONS
- AFTER A PHYSICAL INJURY
- RETURN TO AN OPERATIONAL ROLE

Meet with
your EPA
Representative

RECOMMENDED

Meet with
your Lawyer

RECOMMENDED

Meet with
Investigators

RECOMMENDED

Complete your
Pre-ReIntegration
Psychological
Evaluation

REQUIRED

ReIntegration

Post-ReIntegration
Psychological
Check-In

RETURN
TO WORK

SHORT TERM PROGRAM

- Confidential
- Two on one
- After formal interview is best.
- Anywhere from 3-7 days after the incident.
- May take one session, may take several.
- At the member's pace.

SHORT TERM PROGRAM

- Not an evaluation of how the member did.
- Judgement-Free zone.
- Both shooters and non-shooters will go through the process.
- Normalize the physiological / psychological effects.
- Not just shootings – any critical incident.

SHORT TERM PROCESS

Prelude	Initial Information
Stage 1	Initial Meeting
Stage 2	Physical Dexterity of Firearm
Stage 3	Acclimation to Gunfire
Stage 4	Live Fire
Stage 5	Member-Directed Training
Stage 6	Re-Introduction to Normal Training
Stage 7	Follow-Up

LONG TERM PROGRAM

- Injury has occurred:
 - Critical Incident
 - Physical/psychological injury
 - PTSD diagnosis
 - Experienced suicidal ideations
 - Non-operational role to an operation role
 - Return from parental leave

INPUTS TO THE LONG TERM PROGRAM

- Preferred Providers (Vetted psychologists.)
- Clinical Psychologist
- Workers Compensation Board
- Long Term Disability Providers
- Self Referral
- Supervisors
- Other Members
- Early Intervention / Professional Standards Branch

LONG TERM PROCESS



CLINICAL PSYCHOLOGIST DEEMS SUITABLE



REFERRAL TO REINTEGRATION TEAM



FACILITATORS ARE SELECTED BASED ON SKILL SETS



CONSENT FOR TWO-WAY COMMUNICATION WITH PSYCHOLOGIST



BUILD THE RETURN-TO-WORK PLAN

TOOLS FOR RETURNING TO WORK

- Sharing their story
- Exposures to work equipment
 - Firearms / Intermediate Weapons
 - Boots / Uniforms
 - Police Vehicles / Ambulances / Emergency equipment
- Exposures to work locations:
 - Police Facilities
 - Hospitals
 - Court Houses

TOOLS FOR RETURNING TO WORK

- Exposures to event locations
 - Scene of shootings
 - Fatal collisions
 - Suicides
 - Street Exposures
- Whiteboard Exercises
- Up/Down Exercise
- Guided Imagery

RESPONSIVE AND VERSATILE

- Reintegration Facilitators are peers within the profession.
- About giving control back to the member.
- Program adaptable for all first responder groups.
- Effective with civilian and sworn members.
- Tried and tested in Line of Duty Deaths.

REINTEGRATION FACILITATORS

- Ability to maintain confidentiality is paramount.
- Organizational Credibility is key.
- CISM or Peer support background is valuable.
- Representation from around the organization, will make it truly peer driven.

RESULTS

Edmonton Police Service

70% reduction of days lost from the workplace with a Reintegration Program

Alberta Health Services

Northern Alberta sees 50% reduction in workdays lost vs. Southern Alberta with no Reintegration Program

University of Alberta

Reintegration Facilitator Training shifts attitudes about mental health, increases knowledge, and reduces stigma

NATIONAL IMPACTS



- A cadre of trained instructors.
- Courses offered across the country.
- A knowledge-sharing and support network.
- Inclusion of other first responder agencies.

THANK YOU

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