

BEHAVIORAL HEALTH COMMITTEE

Peer Support Approach



Washington State
Council of Fire Fighters



WSCFF

Agenda

Introductions - WSCFF Behavioral Health Committee

- Peer Support Team Development
 - Training and Standards
- Peer Support Responsibility
 - Bias & Stigma
- What is good culture
 - What does burnout look like?

Behavioral Health Committee

1. Convention Resolution
2. BHC Established District Peer Support Network
 - a. Resource Support
 - b. Find Peer Support teams in your District
 - c. Share policies, programs, and ideas “Don’t reinvent the wheel”
 - d. Who takes care of the Peer Supporters?
3. What is your BHC working on?
 - a. What are Peer Support Teams doing around the state. IS IT WORKING?
 - b. Analysis of: Peer Support development, Training, Programs, Approach to Clinician support, and Support Services (family & retirees)
4. Survey - **We heard from you**

BHC District Map

https://www.figma.com/proto/jVGGXAZqU1vnkOfMs5Hkg9/wscff_wireframes?type=design&node-id=201-747&t=GNskp667sQjS8thw-1&scaling=min-zoom&page-id=201%3A746&starting-point-node-id=201%3A747



Why should we care about Peer Support?

Data speaks for itself, In 2023...

19 Washington Firefighters attended Center of Excellence

_____ Washington Firefighters attended Deer Hollow

_____ Washington Firefighters attended First Responder Wellness

Since COE opened their doors, 157 Washington Firefighters sought Treatment.

LNI claims, 2018 - 2022...

2018 - 17 PTSD claims = \$417,153

26 BH claims = \$576,304

2022 - 29 PTSD claims = \$1,129,003

133 BH claims = \$14,782,982

PTSD is a Treatable disease, it does not need to end your career



Peer Support Team Development

Who has attended a Peer Support training?

Have you ever asked... What do I do now?

How do you build a team?

Examples: Small, Medium, Large, Regional

How do you manage and maintain your team?



Training and Standards

Set you Peer Support Members up for Success

- 1. Peer Support training**
 - a. IAFF training OR Equivalent
- 2. Membership Resilience Training**
 - a. RECESS Program
- 3. Labor/Management Approach**
 - a. Policies create clarity
- 4. Legislative changes - HB 2311**



Peer Support Responsibility

1. Awareness

- a. Know your bias
- b. Watch for Red Flags
- c. Grassroots change is slow

2. Education

- a. New members
- b. Operations
- c. Labor/Management

3. Model Good Culture

- a. Do you have a therapist?
- b. Physical injury compared to a Mental injury



What bias do you carry?

Bias is a natural inclination or prejudice toward or against something or someone. It can be positive or negative, based on stereotypes or cognitive errors.

Does bias have an impact on fire culture?



What does good culture look like?

- Sharing is normal.
- Having a hard time is not a weakness.
- It is normal to struggle with hard calls.
- Every Firefighter has the potential to suffer behavioral health injuries.
- No one should have to absorb trauma.
- We are responsible to ourselves and others.

What does burnout look like?

Who here is on your Eboard?

Who is on the Peer Support Team?

How do you know when you are burned out?

How do you know when your peers are burned out?

How do you take care of your Peer Support Team?



How do you cope?

Helping your peers NOT the same as helping strangers

- Primary trauma - First responder on emergency calls
- Secondary trauma - receive from hearing someones trauma

If peer supporters are helping people with primary trauma

Who is helping peer supporters with their secondary trauma?

Self Care Discussion



Questions?

