

# FROM REACTIVE TO PROACTIVE: MANAGING PSYCHOLOGICAL INJURY IN PUBLIC SAFETY

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# PRESENTATION OVERVIEW

Who are the Public Safety Professionals?

The Reality of Public Safety Work

Why Does This Matter To You?

Moving from Reactive to Proactive

**PRISM & TCTI:  
Partners in Proactive Care**

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How much do you know about first responders or public safety professionals?

1



I know a lot.

0

I know a decent amount.

0

I don't know much.



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Select which slide to add

How much do you know about first responders or public safety professionals?

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It is important to have benefits that are designed specifically to support the needs of public safety professionals?

Please rate how strongly you disagree or agree with this statement.

Strongly disagree Strongly agree

How many critical incidents does the average first responder experience during their career?



## WHO ARE OUR PUBLIC SAFETY PROFESSIONALS?

Law Enforcement  
Firefighters  
EMTs/Paramedics  
Dispatchers/911 Operators  
Corrections Officers  
Probation/Parole Officers  
Lifeguards  
Emergency Management Personnel  
Search & Rescue Teams  
Professional Staff



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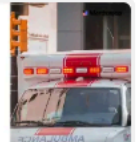
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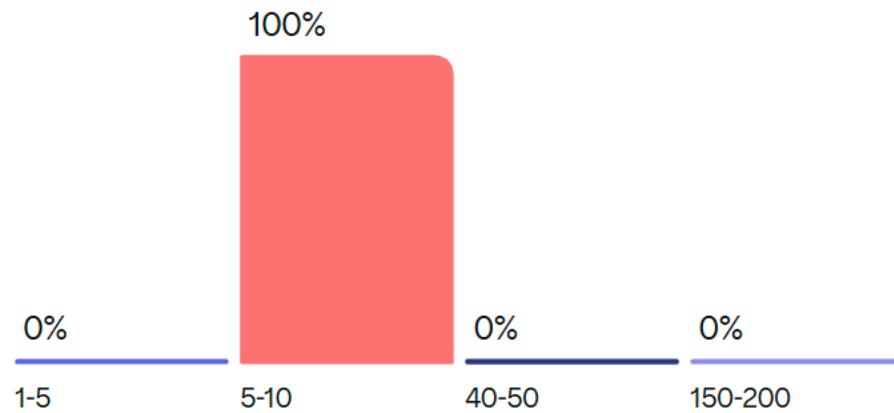
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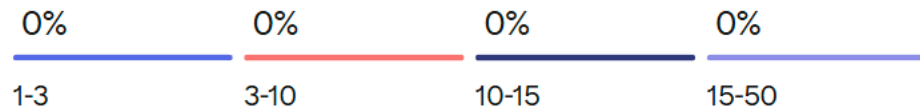
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How many critical incidents does the average first responder experience during their career?

How many critical incidents does the average adult experience throughout their life?



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# THE REALITIES OF PUBLIC SAFETY WORK

## High Stress



Research clearly demonstrates significant impacts on physical and psychological health.

## Hypervigilance



High stress & unpredictability of the job keeps the brain and body in a hypervigilant state. Over time, without recovery, problems emerge.

## Cumulative Trauma




The cumulative trauma that builds over one's career is a silent killer.

# PSTD Presumptive Injury

- SB 542: Establishes Post Traumatic Stress as a presumptive injury
- AB 597: Expanded coverage
- SB 1127: Expanded duration of care & scope of benefits

WORKERS' COMPENSATION LAW

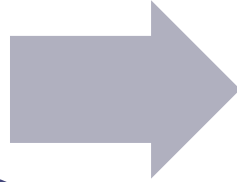


**Psychological injury in public safety is an expected occupational risk, not an exception — and the only meaningful lever left is how early and effectively you intervene.**

**WHY DOES THIS  
MATTER TO YOU?**

## Reactive Approach

- Treatment starts late
- Disconnected providers
- No return-to-work coordination



## Proactive Approach

- Early identification
- Rapid access to specialized care
- Structured return-to-work

# TCTI's PROACTIVE APPROACH TO WELLNESS



# Education & Training

- Start in academy/new employees
- Continues up to and beyond retirement
- **Resilience begins with knowledge.**
- Train early & often so employees know what to expect, when to worry, and how to seek support.



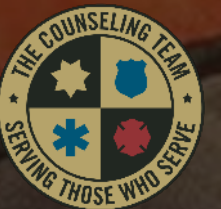
# Peer Support Resources

- Assistance building peer support teams
- Initial team member training
- Ongoing team training & clinical support
- Quarterly networking



# Wellness Library

- Extensive collection of publicly available resources for employees, employers, family members, etc.
- Fliers, brochures, articles
- [TCTI Library](#)



# Wellness Visits

- Annual check-in with a clinician
- Brief psycho-educational session
- Purpose:
  - Increase exposure to clinicians
  - Increase knowledge about MH concerns
  - Increase access to resources, make referrals
  - Decrease stigma



# Short Term Counseling

- Culturally competent clinicians
- Psychological, behavioral, and emotional issues
- Workplace conflict resolution
- Marriage, family and relationships



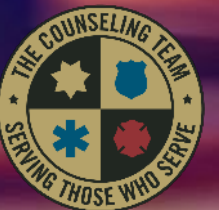
# Workshops & Retreats


- Peer Support Team
- Trauma and Resilience
- First Responder Spouses
- Police Chief/Sheriff
- Fire Chief
- Wellness and Team Building
- Command Staff Resilience



# Crisis Response

- 2 crisis clinicians on-call 24/7/365
- Officer involved shootings
- Multiple fatality traffic collisions
- Anything involving children
- Line of duty deaths
- Close calls





What you don't  
treat – you pay  
for – in claims, in  
turnover, and in  
liability.

WHY INVEST IN A  
PROACTIVE  
APPROACH?

HOW DO WE KNOW THIS WORKS?

THE CASE  
OF IDAHO



FRW VIDEO

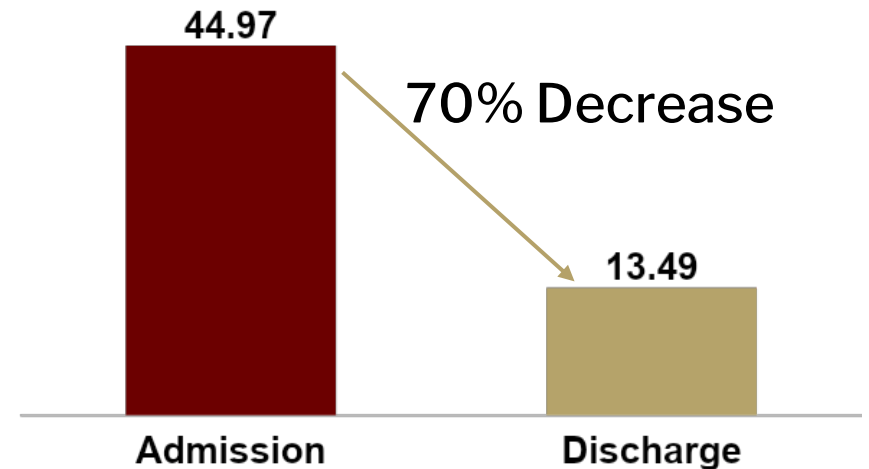
# Validated Outcomes

First Responder Wellness has successfully treated over 2,000 clients since 2018.



<b>68</b>	Average Days in Stay
<b>400</b>	Admissions in the Past 12 Months
<b>65%</b>	Clients are from California
<b>70%</b>	Decrease in PTSD on Average
<b>94%</b>	Return to Work

## PCL-5: PTSD



- A score is 38 or higher for a provisional diagnosis of PTSD.
- A total score of 31 or higher suggests the client may benefit from PTSD treatment.
- Measuring Change: Evidence for the PCL for DSM-5 suggests that a 5–10-point change represents reliable change (i.e. change not due to chance).



**\*Cultural Competence**

**\*Confidentiality**

**\*Recruitment to Retirement**

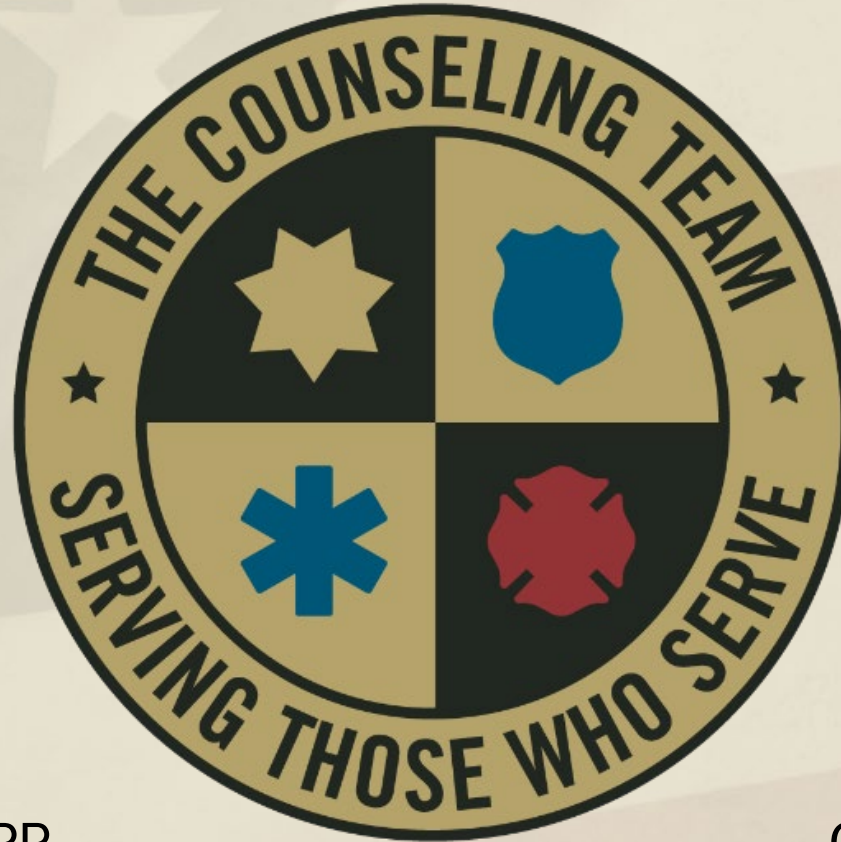
**\*Exposure is Key**

**KEY COMPONENTS  
FOR  
EFFECTIVE CARE**

# Thank You & Be Well



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