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**Date:** April 10, 2017  
**To:** Mayor and Council  
**Author:** Acting Fire Chief Jeff Dean  
**RE:** PTSD Prevention Plan  
**Report No.:**

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## **AIM**

To provide council with information on the PTSD Prevention Plan developed for the Kingsville Fire Department as required by the Notice of Direction by Minister Flynn (Minister of Labour) pursuant to Subsection 9.1(1) of the Ministry of Labour Act.

## **BACKGROUND**

The Province of Ontario passed the Supporting Ontario's First Responders Act in April 2016. This legislation creates a presumption that post-traumatic stress disorder (PTSD) diagnosed first responders is work-related. The presumption allows for faster access to WSIB benefits, resources and timely treatment. The act is part of the province's strategy to prevent or mitigate the risk of PTSD and provide first responders with faster access to treatment and the information they need to stay healthy.

On April 14, 2016, Minister of Labour Kevin Flynn issued a Notice of Direction pursuant to Subsection 9.1(1) of the Ministry of Labour Act directing all employers who employ workers to whom Section 14 of the Workplace Safety and Insurance Act, 1997 applies, to provide him with information relating to their plans to prevent PTSD arising out of and in the course of employment at the employer's workplace. These PTSD prevention plans are to be submitted to the province by no later than April 23, 2017.

## **DISCUSSION**

The PTSD Prevention Plan outlines a holistic approach to addressing PTSD and the focus of this plan is to establish foundational elements based on the PTSD framework which is Prevention, Intervention and Recovery/Return to Work.

Prevention focuses on outlining the basic elements of occupational health and safety management such as understanding legal responsibilities, recognizing, assessing and controlling the hazard, outlining roles and responsibilities and incident reporting procedures in our organization.

Intervention focuses on outlining actions that can be taken to improve a situation. This includes ensuring that workers know how to report psychological injuries when they occur and are supported in doing so. It also highlights intervention options that can be utilized in our organization.

Recovery and return to work ensures that managers understand how to accommodate a worker who is suffering from PTSD and that there are clearly established roles and responsibilities for supporting worker through this process.

The goals and objectives of the plan are to:

- Define the legal requirements.
- Explain how to identify and respond to PTSD injuries.
- Establish roles and responsibilities within our organization.
- Establish policies and procedures to support PTSD prevention in our organization.
- Establish intervention strategies.
- Outline organizational intervention practices and procedures so that all supervisors and managers understand the available intervention options.
- Review the duty to accommodate.

The plan addresses the training requirements for

- PTSD awareness.
- Anti-stigma awareness
- Recognizing PTSD signs and symptoms
- How to respond to and address the signs and symptoms

The plan also lists both internal and external resources.

The PTSD Prevention Plan will help to enhance our organizations ability in the prevention of PTSD, intervention when required as a result of a PTSD injury and assist in the recovery and return to work from a PTSD injury. This plan is a living document and can be updated as required to ensure that our PTSD Prevention Plan is kept current and meets the needs of our members.

## **LINK TO STRATEGIC PLAN**

To maintain and improve the health, safety and well-being of our residents

## **FINANCIAL CONSIDERATIONS**

The financial impacts for the implementation of the PTSD Prevention Plan will be absorbed through our current budget.

## **CONSULTATIONS**

CAO Peggy Van Mierlo-West  
Town of Kingsville Management Team  
Ministry of Labour  
Ontario Association of Fire Chiefs  
Public Services Health and Safety Association

## **RECOMMENDATION**

That report titled PTSD Prevention Plan is received.

*Jeffrey J. Dean*

Jeffrey J. Dean  
Acting Fire Chief

*Peggy Van Mierlo-West*

Peggy Van Mierlo-West, C.E.T.  
Chief Administrative Officer