



## Health and Wellness Sub-committee



---

### October 9, 2020 Meeting Minutes

#### Agenda

10:00 – 10:15	Introductions / Overview
10:15 – 10:30	Current work on mental health
10:30 – 10:50	Develop committee goals and set meeting cadence

#### Attendees:

*Colin Bassett, Greenwich EMS*  
*Nancy Brescia, CT Emergency Department Nurses Association*  
*Lou Brockett, A Second Chance CPR*  
*Kevin Ferrarotti, Hartford HealthCare / Harwinton EMS*  
*Heather Gebhardt, AMR*  
*Leigh Goodman, Trumbull EMS*  
*Bob Norton, CISM*  
*Greg Allard, CEMSAB President / American Ambulance*  
*Joel Demers, CT OEMS*  
*Rich Kamin, MD, CT OEMS*

#### Minutes

- Introduction to the topic –
  - o Group consensus on the need to develop actionable and focused initiatives
  - o Dr. Kamin spoke on resiliency, mental wellbeing, and wellness
  - o OEMS received a BLOCK grant to establish EMS resiliency and mental health program
    - Originally 1x / event (i.e. in EMS Expo)
    - Developing a 3 prong education program including:
      - Response, Training for peer counselors, Training for leaders
  - o Heater Gebhardt spoke of AMRs development of peer support, etc. Their program is specifically targeting peer counselors, CISM, EAP engagement, the use of the “onsite academy” – rehab center in MA, and resiliency training
  - o Bob Norton spoke of the current CISM model.
- Goals of the group
  - o Not to miss broad opportunities
  - o Open topics
    - Provider wellness
    - Leadership / organizational wellness



## Health and Wellness Sub-committee



- Current topics (open brainstorm session)

Topic	Central dispatching for CISM	Before an "event"	Day to day	During an "event"	After an "event"	Survey of action items
Issue			Mental health screening	Role of mental wellness / support	Manifests long term	What are the areas of interest
Current work	Occurs through CMED	Training of recognition of events	Leadership training PPE Protocol upkeep	CISM	Emotional and mental wellbeing	What resources are available?
Goal	Build on central dispatch	Understanding needs / impact	Understanding needs / impact	Understanding needs / impact	* Leadership training * Operational changes	Understanding needs / impact
Key stakeholders						
Actionable items for improvement?						
Topic	Commercial EMS vs Volunteer EMS	Sleep deprivation	Multi-tasking	Resiliency skills / training of providers	Culture	Employee Wellness
Issue	"Status quo"	Safety	Expectations of safety	New providers coming in without skills / education	Mental health recognition / "labeling"	Role of physical fitness in "wellness"
Current work	Cultural change	Hours / burnout		Onboarding		
Goal	Offer opportunities / programs / services	Understanding needs / impact	Understanding needs / impact	Understanding needs / impact	Leveling the playing field in EMS (compilation of a mental health "disease" rather than a cumulative effect)	
Key stakeholders						
Actionable items for improvement?						

- Discussion adding addition SMEs specific to trauma recovery / mental health expertise. Kevin to identify an HHC opportunity to join the group, and Nancy will help as well to identify a potential St. Francis resource.
- Final discussion on the use of a shared drive / platform to exchange / update data.

Meeting adjourned at 11:00am.

Respectfully submitted,

Kevin Ferrarotti  
Committee Chair



---

## CT EMS Advisory Board Health and Wellness Sub-committee

November 13, 2020

### Meeting Agenda

#### Virtual meeting

##### By phone

860-972-6338 (Access code 20200#)

*If you are having issues accessing via "972-9338", hang up, and try 972-6337.*

##### By web

<https://meet.hhchealth.org/webapp/home?conference=20200@video.hhchealth.org>>

#### Agenda

10:00 – 10:10	Roll call, review of previous meeting
10:15 – 10:40	Review outline of committee goals (sent as attachment) <ul style="list-style-type: none"><li>- Training / education</li><li>- System culture</li><li>- Response to a severe event ("critical" incident)</li><li>- Wellness and resiliency</li></ul>
10:40 – 10:50	Open discussion / next steps
10:50 – 11:00	<i>Transition time</i>

---

*Chair: Kevin Ferrarotti*

#### *Attendees:*

*Colin Bassett, Mark Blake, Nancy Brescia, Lou Brockett, Kate Coupe, Heather Gebhardt, Leigh Goodman, Pat Moody, Jonathan Oates, Laurel Regan*

#### *Optional Attendees:*

*Greg Allard, Raffaella Coler, Joel Demers, Bill Fitzmaurice, Rich Kamin, MD, Fred Rosa, Maria Wilson, Michael Zacchera*



## CT EMS Advisory Board Health and Wellness Sub-committee

### November 13, 2020 Meeting Minutes

*Attendees:*

*Chair: Kevin Ferrarotti*

*Members: Colin Bassett, Nancy Brescia, Kate Coupe, Heather Gebhardt, Leigh Goodman, Jonathan Oates, Laurel Regan, Steven Johnson, Joel Demers (OEMS)*

#### Meeting Minutes

- **Meeting was opened at 10:00am**
- Discussion from group on goals of committee and EMS needs
  - o Better training / education
  - o System culture
  - o Event response (acute and chronic)
  - o Wellness and resiliency
- Regional peer support team / challenges and opportunity
- Discussion on developing / improving agency culture
- Joel Demers reviewed the state's Block grant for EMS provider health and wellness.
  - o \$20,000 received for initial training (scheduled for 2021)
  - o The state has identified a vendor to create the program.
  - o 2 day program for up to 150 providers statewide
    - Goal is to recognize and treatment of mental health
  - o 4 day program for up to 50 providers
    - Goal is to provide peer support training
- Discussion on the need to further develop organizational culture
- Peer support program
  - o There needs to be an established referral pathway to professional support.
  - o Upon referral, within the "system" of health care – there is a lack of culturally competent clinicians that understand the pressure / pain points of FD/PD/EMS services.
- *Short term goals*
  - o Development / refinement of survey aimed / targeted at EMS providers across the state. Survey to be finalized by 11/20 with rollout tentatively of 12/1 if approved.
  - o Development of a "toolbox" of resources aimed at resources, guidance, support
- *Long term goals*
  - o Change of EMS culture
  - o Better education / established regional and statewide resources that are accessible for each agency.
  - o Better education to agency leadership to modify existing or create new EAP – type programs.
- **Meeting was adjourned at 10:40am.**
- **Next meeting scheduled for Friday, December 11<sup>th</sup> at 10:00am.**

*Submitted by: Kevin Ferrarotti, Chair*



---

## CT EMS Advisory Board Health and Wellness Sub-committee

December 11, 2020

### Meeting Agenda

#### Virtual meeting

##### By phone

860-972-6338 (Access code 20200#)

*If you are having issues accessing via "972-9338", hang up, and try 972-6337.*

##### By web

<https://meet.hhchealth.org/webapp/home?conference=20200@video.hhchealth.org>>

#### Agenda

10:00 – 10:10	Roll call, review of previous meeting
10:15 – 10:40	Review outline of the CEMSAB health and wellness survey Review of "Second Victim" concept and survey
10:40 – 10:50	Open discussion / next steps <ul style="list-style-type: none"><li>- Training / education</li><li>- System culture</li><li>- Response to a severe event ("critical" incident)</li><li>- Wellness and resiliency</li></ul>
10:50 – 11:00	<i>Transition time</i>

---

*Chair: Kevin Ferrarotti*

#### *Attendees:*

*Colin Bassett, Mark Blake, Nancy Brescia, Lou Brockett, Kate Coupe, Heather Gebhardt, Leigh Goodman, Pat Moody, Jonathan Oates, Nick Paproski, Steve Johnson, Laurel Regan, Heather Standish*

#### *Optional Attendees:*

*Greg Allard, Raffaella Coler, Joel Demers, Bill Fitzmaurice, Rich Kamin, MD, Fred Rosa, Maria Wilson, Michael Zacchera*



---

## EMS Health and Wellness Sub-Committee

December 11, 2020

Meeting Minutes

### In attendance:

- Rich Kamin, MD; Kevin Ferrarotti, Chair; Colin Bassett; Mark Blake; Nancy Brecia; Kate Coupe; Leigh Goodman; Steven Johnson; John Oates; Karin Stewart

### Agenda Review:

- K. Ferrarotti reviewed the initial findings of the CEMSAB Health and Wellness survey. There was general consensus with those in attendance that the initial findings from respondents (38) is not a strong enough representation. We will be re-sending through all social media channels and asking that all members and CEMSAB re-send this survey out to their contact lists.
- Discussion on the goals of the survey to propel committee discussions:
  - o Validate the issues of health and wellness that have been discussed by the committee.
  - o Understand the unknown issues that may not be known by the committee and a shared concern amongst EMS in Connecticut.
  - o Drive both short term and long term initiatives.

The health and wellness survey will be re-presented with findings and the updated survey results at the January meeting.

- The group was tasked with any follow-up thoughts and initiatives. *Attached.*
- The next meeting will be held virtually Friday, January 8, 2021.

Meeting was adjourned at 10:50am.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kevin Ferrarotti", is written over a light blue rectangular background.

Kevin Ferrarotti, Chair



---

## COMMITTEE RESPONSE / IDEA GENERATION

Each of these initiatives and goals listed below come with the understanding that all levels of the system must work collectively to champion the process, and importantly, the change necessary. The collective goal is to blend cultural change through education, best practice guidance, legislative means, and continued reinforcement. **These are free – flow thoughts that need to be further investigated, discussed, and developed.**

1. High – level review
  1. Create an initial needs assessment screening tool in order to create meaningful and measurable deliverables and create customized industry objectives.
  2. To decrease the stigma attached to mental illness
  3. To promote awareness and to support provider wellness, safety and work conditions.
  4. To improve our current rapid intervention & response.
  5. Funding: Integrate annual funding to host industry wide mental wellness seminars, and to use for mental wellness PSA
  6. Funding: promoting industry wide improvements in pay scale, benefits and support to ensure decreased unrealistic work hours, functionality
  7. Access to resources: Providers who have no time off to access resources due to shift work, providers who have limited access to resources due to low quality or no benefits
  8. Research opportunities
2. Education:
  1. What is health and wellness, why is it important for providers, or agencies, for public reputation) recognition of stress/stressors, what is healthy/unhealthy,
  2. Resiliency training
  3. Management training / leadership development
3. Peer support teams (or mental/emotional well-being):
  1. How to start a program,
  2. How it works in acute situations
  3. How to measure effectiveness, selection of members, training of members
  4. Ensure easy access for EMS providers to appropriate support resources.
4. Physical well-being:
  1. To assist EMS industry providers in managing both cumulative stress and acute crisis.
  2. What is better eating on and off the job,
  3. Recognition of sleep disorders and how do we fix/improve them,
  4. What physical fitness is reasonable for busy people or task-oriented fitness for better on and off the job health
  5. Encouraging routine wellness exams and follow ups, medication compliance, diabetes, etc., behavioral; encourage and funding for alcohol, drug, tobacco cessation



5. Leadership support:

1. Policies on safety practices, driving safety, lifting safety, recognition of the employers' role in wear and tear and moral injuries,
2. How to choose a health and wellness plan for your agency, empathy training for leaders who were never field providers, or long removed; finding grants/funding to support health and wellness or group activities (company outings, holiday meals, awards ceremonies),
3. To develop a strategic mental health planning resource/tool kit for EMS leaders to utilize.