



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

**February 12, 2021**

### Meeting Minutes

*Attendees:*

*Mark Blake, Nancy Brescia, Lou Brockett, Kate Coupe, Chip Darius, Charles Epstein, Kevin Ferrarotti, Laurel Regan, Karin Stewart, Greg Allard, Joel Demers, Bill Fitzmaurice, Rich Kamin, MD*

Meeting called at 10:00am

- Previous to meeting – meeting agenda and CEMSAB Health and Wellness Sub-Committee exploratory survey (attached) sent out as pre-reads.
- Initial discussion on the survey. The group felt although the survey was a good general overview and some findings could help reinforce the goals and objective of the committee, it lacked specificity and strong sample size to be impactful.
- Discussion lead on the overview of the committee and structure moving forward. Committee members are asked a follow-up to work in small groups, with the overarching goal of provider resiliency – split between “Provider Safety” and “Provider Mental Wellbeing”. Further these two focused initiatives should divide between a “think tank” or idea generating team and a messaging and outreach team.

<p><b>Safety “Think Tank”</b></p> <ul style="list-style-type: none"> <li>- Committee: Chip, _____, _____</li> <li>- Physical wellbeing</li> <li>- Safe lifting</li> <li>- Connect with payers / professional organizations</li> <li>- _____</li> <li>- _____</li> </ul>	<p><b>Mental Health/Wellness “Think Tank”</b></p> <ul style="list-style-type: none"> <li>- Committee: Leigh, Kevin, _____</li> <li>- Acute stress management</li> <li>- Peer training</li> <li>- Manager / peer recognition</li> <li>- Healthy eating / living</li> <li>- Connect with payers / professional organizations</li> <li>-</li> </ul>
<p><b>Safety “Messaging”</b></p> <ul style="list-style-type: none"> <li>- Committee: Kevin, Kate , _____</li> <li>- Social media tips</li> <li>- Education sessions</li> <li>- Resource cards</li> <li>- Department / industry culture</li> <li>- Legislative changes</li> <li>-</li> </ul>	<p><b>Mental Health/Wellness “Messaging”</b></p> <ul style="list-style-type: none"> <li>- Committee: Kevin, Kate , _____</li> <li>- Social media tips</li> <li>- Education sessions</li> <li>- Resource cards</li> <li>- Department / industry culture</li> <li>- Legislative changes</li> </ul>



- Chip shared the link to the following article during the meeting (abstract) on resiliency for providers in emergency services.
  - o <https://pubmed.ncbi.nlm.nih.gov/29452962/>
  
- The next meeting is Friday, March 12<sup>th</sup>.

The meeting was adjourned at 10:55am.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Kevin Ferrarotti".

Kevin Ferrarotti. Chair

*Attached below:*

*Important notes from post-meeting follow-up*

**Important notes from post-meeting follow-up – Thank you to Karin Stewart, Chip Darius, John Oates, and Kate Coupe for contributing**

- Focus more on utilizing / collecting current resources, not re-creating the wheel unnecessarily
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- How will we know whether or when we have achieved the goal?
- As a statewide committee, our primary focus should be statewide.
  - Increasing retention of trained personnel
  - Decreasing early exit from the profession due to illness/injury/stress
  - Supporting healthy self-evaluation of fitness for duty.
- Discussion on utility of assigning metrics or performance measures for this work - which is possible, but difficult. The area of measurement would be ‘effectiveness’.
- The issues that EMS providers struggle with (low pay, long/irregular hours, poor management support, lack of strong community support) are not easy to solve.
  - Arguably to whether these are the drivers of low recruitment or retention.
  - Questioning how the younger (16-28) population has a normalized experienced with therapy and its intersection of the organizational culture of ‘suck it up’. Maybe this is a reason for the age stratification of our survey results?
- Would focus on issues at the provider, supervisor, and leadership levels.
- Would pluck some low hanging fruit.
- Would focus on issues at the short (1 year), medium (more than one year), and long (more than 3-5 years) segments

*Thank you to John Oates / Kate Coupe on building out this example to highlight the framework going forward:*

**Healthy Eating**

*Each deliverable has worker level, boss level, and management/leadership/owner level tasks. At each level, tasks can be further broken down into ‘easy/do now’, a ‘bit harder, set goals and work for the next year or so’, and ‘holy crap we have to re-wire the organization to get this done (commonly referred to as changing the culture)’.*

**Worker Level Fun Food, Easy/do now:**

- a. *Educate, educate, educate. Too many people hear ‘healthy food’ and automatically assume tofu and tree bark (roughly analogous). If we provide info at the worker level of what ‘heathy’ or even just ‘healthier than you’re eating now, the employees would be more likely to pay attention*
- b. *Help employees understand the connection between what they eat and how they feel/sleep/act during the day*
- c. *Use social media to post/tag when workers find and use the places mentioned in ‘boss level deliverable 5).*



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***Boss Level, Easy/do now***

- 1. Set the example*
- 2. Add a factoid on nutrition into every communication newsletter*
- 3. Have crew changeover include placing a granola bar/Kind bar on the front seat of the ambulance.*
- 4. Stop buying pastry/cake/donuts for every meeting or organizational celebration*
- 5. Create and share a map of healthy/healthier food choices in your catchment area. Focus on quick grab & go things that are just as fast as fast food, but better for you*

***Leadership/Owner level, Easy/do now***

- z. Establish a relationship with a nutritionist*
- z1. Look into holding/hosting healthy cooking classes and demonstrations for workers*
- z2. Stop buying pastry/cake/donuts for every meeting*