



Public Safety Education & Training Center

POLICE TRAINING AND STANDARDS COMMISSION MODEL POLICY

Wellness Program

**House Bill 597, Chapter 709, 2024 Legislative Session
Article – Public Safety, §3-207(n)**

Adopted by the Police Training and Standards Commission, 1/8/25



I. PURPOSE

To promote the overall well-being of public safety officers by offering a comprehensive health and wellness program that supports physical fitness, mental health, positive workplace culture, and preventive healthcare. This program aims to enhance resilience, job performance, reduce stress, and improve overall quality of life and will utilize measuring tools to track effectiveness.

II. POLICY

It is the policy of _____ **AGENCY NAME** _____ to develop and maintain a voluntary health and wellness program available to all employees. This program augments existing services and support available to employees related to critical incident management and employee assistance programs. An agency may develop and share resources with other regional public safety agencies.

III. PROCEDURES

A. Basic Wellness Program Components

- 1) A comprehensive wellness program can improve employee health and organizational productivity. A robust program will improve employee's resiliency to adapt and recover from difficult or challenging situations.
- 2) Key components include:
 - i. Physical Health: Encouraging regular exercise, healthy eating, and sufficient sleep.
 - ii. Mental Health: Providing resources for stress management, mindfulness, and treatment.
 - iii. Financial Wellness: Offering financial planning tools and education.
 - iv. Social Wellness: Fostering a positive work culture and opportunities for social interaction.
 - v. Occupational Wellness: Promoting job satisfaction, work-life balance, and career development.
 - vi. Intellectual Wellness: Encouraging continuous learning and stimulating challenges.
 - vii. Environmental Wellness: Supporting eco-friendly practices and promoting a healthy work environment.
 - viii. Family Wellness: Supporting the health and well-being of the family.

B. Emotional Wellness

- 1) Emotional wellness is a key component of a successful employee wellness program. It involves the ability to identify and manage emotions, and to handle life's



- challenges. Individuals working within the public safety sector are encouraged to possess an understanding of the culture. Agencies are encouraged to provide mental health professionals who are culturally aware and represent different genders, races, and age groups. Emotional wellness is just as important as physical health, and can lead to happier and more satisfied employees.
- 2) Some components of an emotional wellness program include:
 - i. Resources: Provide access to mental health professionals and other resources.
 - ii. Workshops: Conduct workshops on stress management.
 - iii. Supportive environment: Foster a workplace culture where employees feel comfortable sharing ideas, concerns, and mistakes without fear of negative consequences.
 - iv. Activities: Organize activities like meditation sessions, yoga classes, or social events.
 - v. Wellness coaching: Provide personalized guidance and strategies for managing stress and emotions.
 - vi. Challenges: Create challenges like healthy meal prep, mindfulness minutes, or gratitude challenges.
 - vii. Feedback: Gather feedback from employees to understand what is working well and what is missing.
- C. Physical Wellness
- 1) Physical wellness contributes to overall health and well-being. Physical wellness can positively influence your employees overall health and wellness, and help you nurture the other dimensions of wellness.
 - 2) It includes healthy habits and behaviors that relate to the physical aspects of the body, such as:
 - i. Nutrition: Provide access to a nutritionist, or provide guidance using apps or websites.
 - ii. Exercise: Provide a workout facility or sponsor memberships at local fitness facilities. Allow time to work out during the regular workday.
 - iii. Sleep: Provide education on the importance of healthy sleeping habits.
 - iv. Substance use: Provide or sponsor smoking cessation programs. Provide treatment and educational services related to alcohol abuse and binge drinking.
 - v. Disease prevention: Provide education about disease and harm prevention, and taking steps to prevent illness and injury.
 - vi. Stress reduction: Provide or sponsor programs related to self-awareness and developing ways to reduce stress.



D. Financial Wellness

- 1) Financial wellness refers to the state of being financially healthy and secure. The goal is to help employees manage their finances, improve their financial literacy, reduce stress, and give peace of mind.
- 2) It encompasses various aspects of financial management such as:
 - i. Education: Provide financial education workshops, online courses, and access to financial advisors.
 - ii. Budgeting: Provide budgeting tools and tips for establishing and sticking to a budget.
 - iii. Debt management: Provide resources and counseling for reducing debt, including student loan assistance.
 - iv. Credit: Provide or identify credit counseling resources or organizations.
 - v. Retirement: Provide retirement planning and assistance.
 - vi. Digital tools: Provide access to digital tools for managing finances, such as apps and websites.
 - vii. Discount programs: Programs that offer discounts on a variety of items, such as furniture and vacations, if allowed.

E. Social Wellness

- 1) The social wellness component of an employee wellness program is about creating a supportive work environment where employees feel valued, connected, and part of a team. This can help employees feel more fulfilled in their work and relationships, and can lead to increased productivity, job satisfaction, and employee retention.
- 2) Here are some ways to support social health in the workplace:
 - i. Create opportunities for social interaction: Organize team-building activities, agency sponsored events, volunteer opportunities or employee lunches.
 - ii. Create space to socialize: Add couches or coffee stations in common areas, or provide access to a break room or kitchen.
 - iii. Encourage employees to connect with each other. Set up mentorship programs, create peer support groups, or organize company-wide events.
 - iv. Make sure employees feel like they belong: Provide opportunities for career growth, recognize and reward contributions, and ensure employees have a voice in the agency.
 - v. Encourage a healthy work-life balance: Encourage employees to maintain a healthy balance between their work and personal lives.



F. Occupational Health

- 1) Occupational health is a key component of an employee wellness program that focuses on promoting and maintaining the physical, mental, and social well-being of employees.
- 2) Occupational health programs can include:
 - i. Health and safety: Ensuring employees are not exposed to harmful substances, loud noise, dangers, or other hazardous conditions.
 - ii. Health education: Providing information and support for healthy eating habits, and encouraging healthy behaviors.
 - iii. Mental health support: Providing access to treatment, stress management workshops, and other resources to support employees' emotional well-being.
 - iv. Physical wellness: Encouraging regular physical activity through fitness classes or gym access.
 - v. Work-life balance: Supporting a healthy work-life balance through policies for flexible schedules, if possible.
 - vi. Screenings: Providing regular screenings to identify risk factors for chronic diseases.
 - vii. Wellness challenges: Creating wellness challenges to encourage employees to participate in wellness activities.
 - viii. Social support: Providing opportunities for employees to build social connections.
 - ix. Recognition: Recognizing employees for their achievements in wellness.

G. Intellectual Wellness

- 1) Intellectual health is a vital component of an employee wellness program because it can help employees be more engaged, motivated, and productive. Intellectual wellness can help employees develop personal resources that work together with other areas of wellness to achieve a more balanced life.
- 2) Several ways to incorporate intellectual health into an employee wellness program include:
 - i. Encourage learning: Provide opportunities for employees to learn and grow, such as professional development courses, workshops, seminars, or book clubs.
 - ii. Stimulate creativity: Encourage employees to engage in creative activities and explore new ideas.
 - iii. Promote critical thinking skills: Help employees develop critical thinking skills and challenge them to consider all sides of an issue.
 - iv. Provide learning seminars: Offer relevant learning seminars to update employees' skills and keep them intellectually stimulated.



H. Environmental Health

- 1) Environmental wellness is a dimension of employee wellness that considers the relationship between people and their surroundings. It can affect employee health and well-being in both directions, as people can influence the environment and the environment can influence people.
- 2) Below are some ways to improve environmental wellness in the workplace:
 - i. Establishing and maintaining health and safety policies.
 - ii. Educating employees on health and safety procedures.
 - iii. Ensuring there are fire extinguishers, first aid kits, and emergency exits.
 - iv. Providing personal protective equipment.
 - v. Avoiding harmful products and materials.
 - vi. Reducing noise levels.
 - vii. Inspecting for mold, lead, and radon.
 - viii. Changing air and water filters.

I. Family Wellness

- 1) Family wellness refers to the health and well-being of the family that includes healthy interpersonal relationships, personal and familial satisfaction and growth, the mental health, health and safety of all family members, and having the financial resources to live, thrive and experience fulfilling relationships.
- 2) Below are some ways to improve family wellness in the workplace:
 - i. Providing flexible work arrangements and family accommodating assignments, if possible.
 - ii. Improve communication, support, and interpersonal dynamics.
 - iii. Focus on holistic wellness.
 - iv. Promote work-life balance.

- J. Partnerships: Agencies are encouraged to share resources among public safety agencies in their region to expand resource availability and minimize financial impact.

IV. **Support Resources**

- A. A comprehensive program will identify local and regional resources available that will assist employees in improving their physical and emotional health.
- B. Available resources may include:
 - 1) Peer Support Groups: Gatherings of people who share similar experiences, such as mental health conditions or substance use disorders, to support each other. They can be a valuable resource for people and their families, and can help people feel empowered to take control of their health and well-being.



- 2) Critical Incident Stress Debriefings (CISD): A structured group process that helps people cope with and recover from the effects of a traumatic event. The goal of CISD is to reduce the short and long-term effects of trauma, such as post-traumatic stress disorder, substance dependence, and relationship conflicts.
- 3) Crisis Hotlines: A phone service that provides immediate support and assistance to people in crisis or emotional distress. Hotlines include trained professionals who can offer guidance, resources, and emotional support staff crisis hotlines.
- 4) Mental Health Wellness Checks: Confidential, one-on-one sessions that supports a person's mental and emotional health. Wellness checks can identify potential issues and provide personalized recommendations.
- 5) Chaplains: A representative of a faith group who provides confidential support to officers, their families, and the community.