

WFI Newsletter

2016 was a Very Important Year for MFES' WFI Committee



MFES Peer Fitness Trainers (PFTs)

Our Strategic Vision

Our WFI Committee has been working on an ambitious plan to bring more health and wellness services and programs to MFES.

In March of 2016, the WFI Committee began a journey to revisit our mission, our interpretation of firefighter wellness and our impact on MFES. We sat down with a facilitator who helped guide us through this process to develop a framework to build a sound strategy. This process took three days to accomplish and will be the cornerstone of our new WFI vision. We look to complete this strategic process by summer of 2017. You can view the steps we took below; we are now at step three.

1

SHARED VISION

WFI Committee members brainstormed their vision of the future of MFES' WFI

2

BARRIERS & SOLUTIONS

Barriers and solutions to these obstacles were identified

3

ACHIEVE THE VISION

Develop strategies to successfully achieve & communicate the MFES WFI Committee's vision



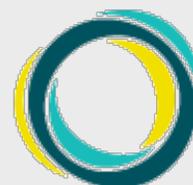
FREE YOGA CLASS! January 2017

'Healing Heroes' will be at GWMC for a FREE YOGA class. Mind + body, stayed tuned!



February is Heart Month!

Watch for details of an OHIP funded heart health program through KMH Labs.



EAP became 'EFAP'

Our Employee Assistance Program is now known as **Employee & Family Assistance Program.**

Total Health

A new partnership with Morneau Shepell's Dr. Bill Howatt will assist in bringing the concept of a 'Total Health' perspective to MFES.

You may be asking, "Who is Dr. Bill Howatt and why is he working with MFES?" Dr. Howatt is the Chief Research and Development Officer at Morneau Shepell. He has a passion for first responder mental health and is already conducting research with the RCMP. Recognizing our leadership with the WFI, he would like to add MFES as a 'fire' component to his research. His consulting provides assistance and services to help organizations (like us) improve our worker's health. He is a champion of a 'Total Health' approach to health and wellness.

MFES is now focusing on a 'Total Health' approach to the health and wellness of our employees/members. 'Total Health' occurs when physical and emotional stressors are considered together. Stressful events can take a person out of healthy normal zones, or can contribute to burnout.

The WFI Committee wants to do its part by creating awareness programs, providing services and



education to assist our firefighters to make healthier choices on and off the job.

“500,000 employees miss work every day due to mental health issues. Chronic disease rates are increasing at 14% each year”

Source: Dr. Bill Howatt Morneau Shepell

You will soon see more from the WFI Committee in bringing 'Total Health' messages to MFES. Our goal is to help improve your lives.

MFES PEER TEAM

We are proud to report that our Behavioural Health Peer Team continues to lead the way for other Locals in Ontario and Canada. October's WFI Open House assisted Oakville, Richmond Hill, York Central and Ottawa's peer team development. Our peers and best practices have been integral to those department's initial stages to help their firefighters. Saskatoon Paramedics (IAFF Local 3270) have also received our assistance with their peer programs.

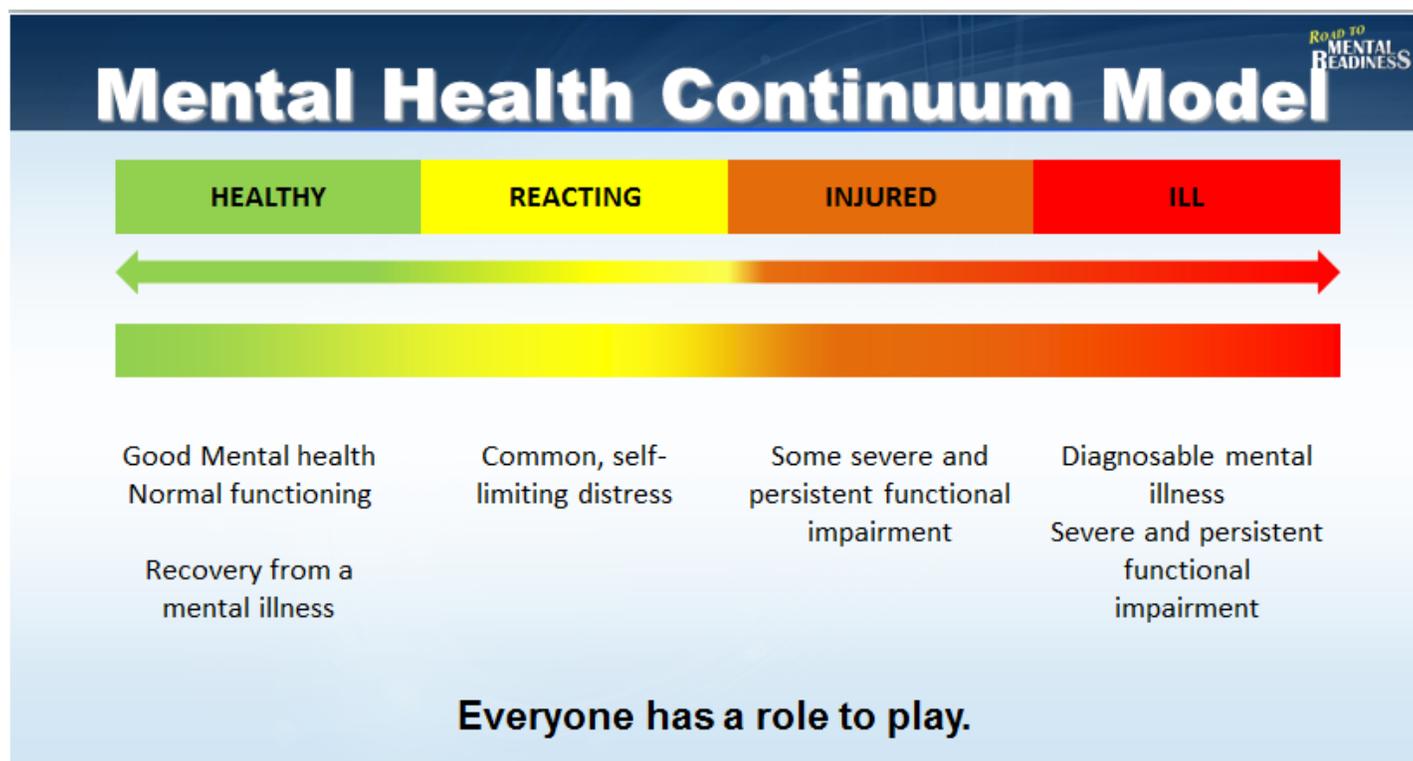
"On behalf of the Peer Support Team we would like to wish you a healthy and happy New Year. This past year we saw many crews talking about mental health whether it was about themselves or with each other. The exciting part is that people are talking. Thank you for your support and trusting your Peer Team when they were needed." - Peer Team Co-ordinator Jodine Hough



Road To Mental Readiness (R2MR) MFES Wide Roll Out 2016-2017.



Where are you today on the continuum model?



In 2016, MFES began to roll out Road to Mental Readiness (R2MR) training. R2MR is an evidence based program designed to reduce stigma and promote mental health and resiliency in a first responder workplace setting. The program helps employees in creating a supportive environment, strengthening the organizational culture, and contributing to a healthy workplace. In 2017 we will certify some new R2MR instructors and continue with the program until all MFES staff have received the training.