

# USA: Growing EMS Resilience

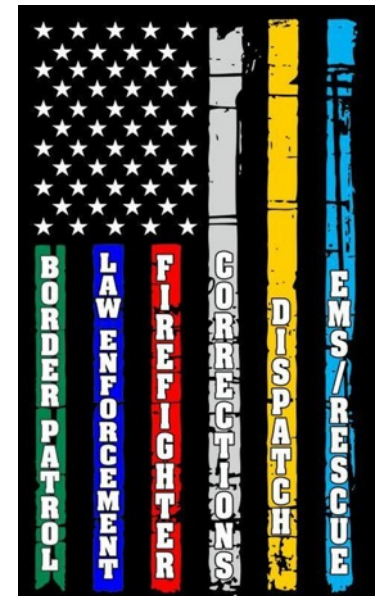
Pat Songer, BS, NREMTP, FACPE

Executive Director NEMSMA

Chief Operating Officer Cascade Medical Center



**CASCADE MEDICAL**  
PARTNERS IN YOUR HEALTH



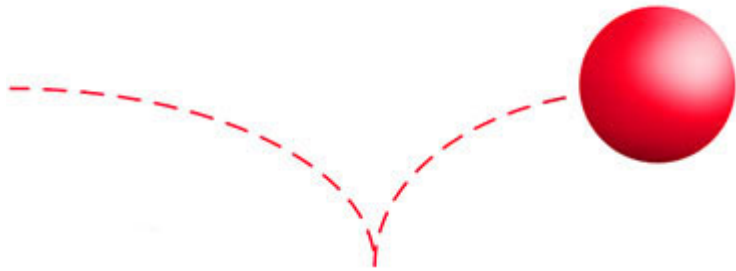


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# Resilience

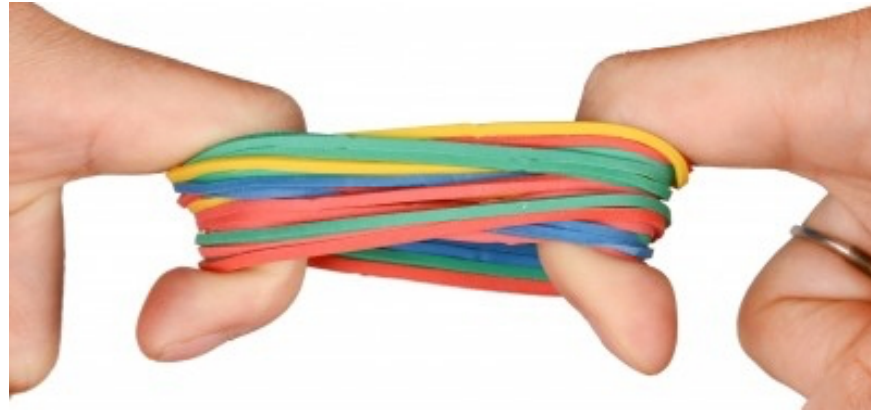


Resilience is the process of **adapting** well in the face of adversity, trauma, tragedy, threats, or even significant sources of stress, such as family and relationship problems, serious health problems, or workplace and financial stressors.

It means “bouncing back” from difficult experiences.

(American Psychological Association)

# Resistance



# Resiliency



Good Mental health  
Normal functioning

Common, self-limiting distress

More severe and persistent functional impairment

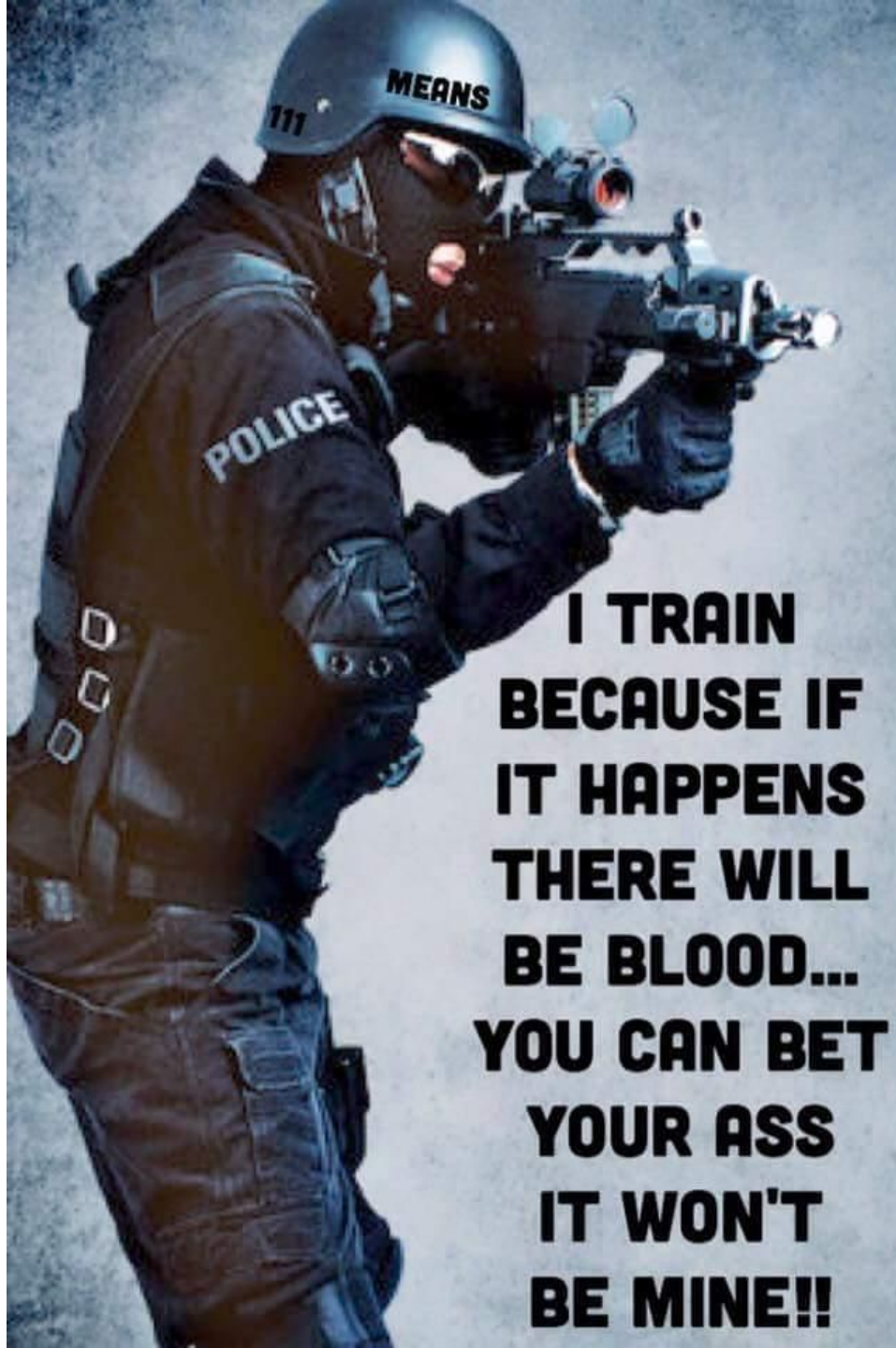
Diagnosable mental illness  
Severe and persistent functional impairment





D POS





**I TRAIN  
BECAUSE IF  
IT HAPPENS  
THERE WILL  
BE BLOOD...  
YOU CAN BET  
YOUR ASS  
IT WON'T  
BE MINE!!**



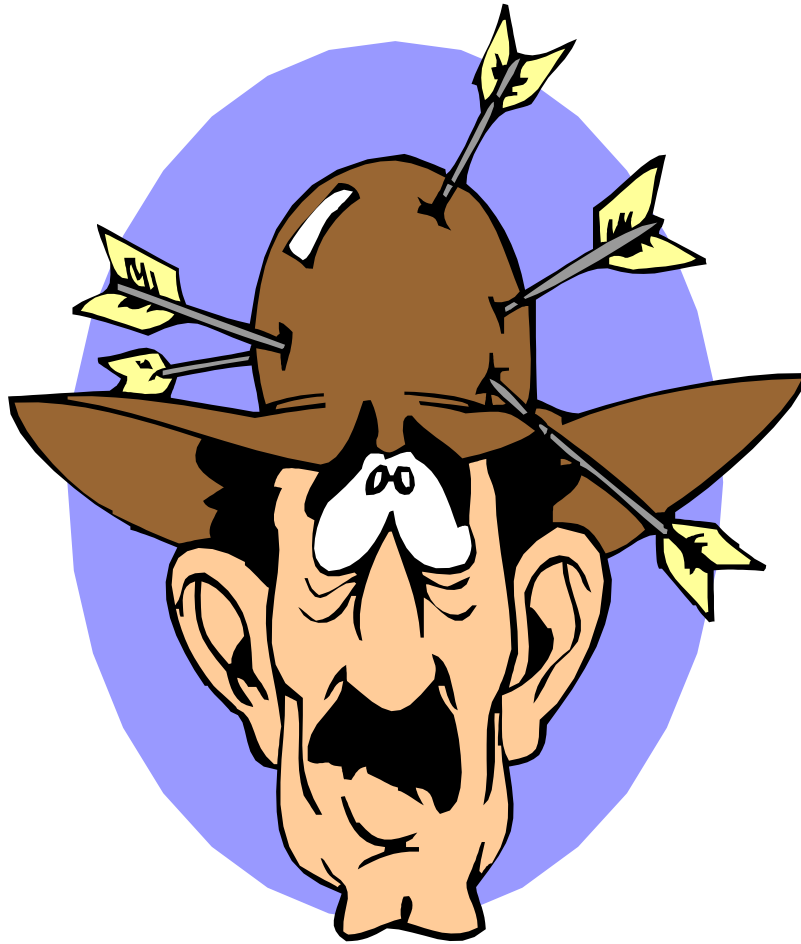


# Systems of Resiliency Training and Education in the US

*Mostly centered around after a traumatic injury, not building resiliency in EMS Personnel but rather treatment after the fact.*



***"I'm not faking being sick.  
I'm actually faking being well."***



**“You ain’t  
hurt unless  
there’s a  
bone stickin’  
out”**

# Emotional Body Armor for First Responders



- Family of Origin
  - Pre-employment trauma
  - Social Issue's
  - We all have it, we just may not know it. It will usually take a third party to point it out to us
  - ***You can try to pre-screen for it, but if we do, no one will ever qualify for the profession***
  - If you are able to resolve these issues, you will have the most resilient employees in the profession



**GUIDE TO BUILDING AN  
Effective EMS Wellness  
and Resilience Program**



Startup Guide



Overview of  
Wellness



Critical Incident  
Stress Management



Community  
Engagement



Resources



NORMALIZE THEIR REACTIONS



NAVIGATE TO A SOLUTION

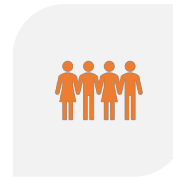


• OPEN THESE BRIEFS TO A  
FREE-FLOWING DISCUSSION  
AND QUESTIONS



CONTINUE TO PROVIDE  
INFORMATION, EDUCATION,  
REFERRALS AND A  
COMPASSIONATE,  
NON-JUDGMENTAL EAR

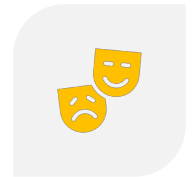
# Development of Standards



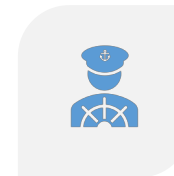
PEER SUPPORT



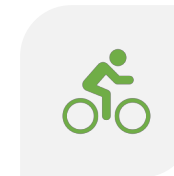
STRESS  
EDUCATION



CULTURE



LEADERSHIP



PHYSICAL  
WELLNESS

# Change



Create a Plan



Onboarding Solutions



Continuing Education



Healing Navigation



Support



# Reduce Stigma



Protocol/Policies/ Education that navigate first responders



A culture that promotes mental health



Clinicians who understand emergency services



Education for New Hire vs. Existing – Entry into EMS



Peer support team

# Organizations that Don't

## Poor Organizational Health

- Erosion of concentration, focus, decision-making, motivation, performance

## Lost Productivity

- Decreased morale, cohesion, communication, collaboration, quality of services

## Staff Turnover

- Time and resources needed to hire and train new staff drains remaining staff

## Senate passes bill to let first responders claim workers' comp for PTSD

**OLYMPIA** – Firefighters, law enforcement officers and emergency medical technicians who experience post-traumatic stress disorder (PTSD) would be able to make a claim for workers' compensation under a bill approved today by the Senate.

# Governor Scott signs bill for first responder PTSD benefits

**Posted:** 9:58 AM, Mar 27, 2018 **Updated:** 4:03 PM, Mar 27, 2018

**By:** Associated Press

## PTSD for first responders: NH bill aims to help

**CAPITOL-WATCH**

# Idaho bill aims at helping first responders with PTSD get workers' compensation



NO ONE FIGHTS ALONE

*Helping  
Costs  
Nothing*

FIRST RESPONDER TRAUMA COUNSELORS



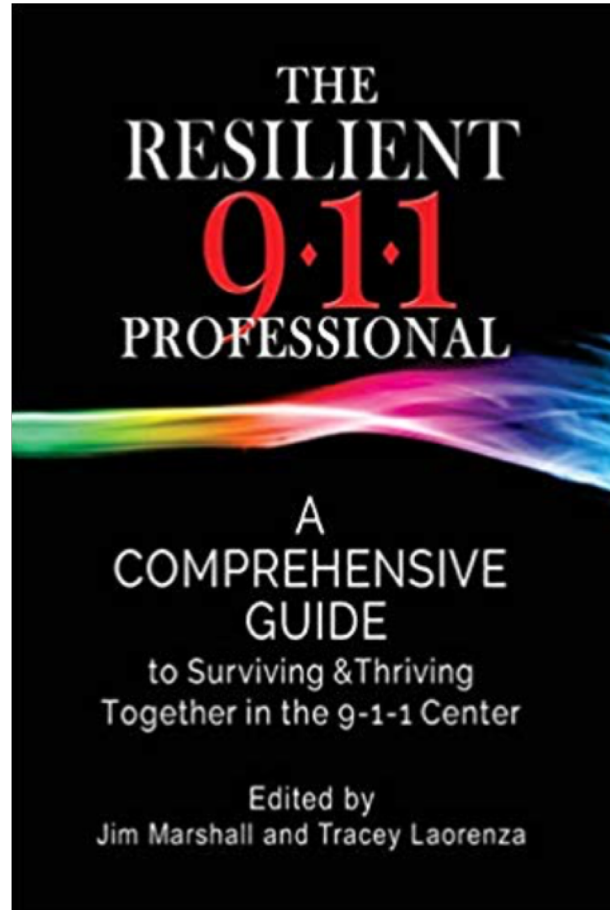


911  
TRAINING INSTITUTE

BLUE WALL INSTITUTE  
FIRST RESPONDER WELLNESS TRAINING  
To Schedule Call 618.791.9146



Wealth of Resources



# QUESTIONS?

Help others



Even when you know  
They can't help you back.. 💖



**CASCADE MEDICAL**  
PARTNERS IN YOUR HEALTH

**Thank you for caring!**  
**patbsonger@gmail.com**  
**cell: 775-304-0416**

