



# Incident Kit Introduction

## Employee Health, Wellbeing, Incident Work Environment & Why it Matters?

We're committed to continuing to do everything we can to better support the mental health and wellbeing of our employees. We wholeheartedly believe we have the most talented, dedicated and committed employees, and we owe it to each of them to provide support for a healthy and safe work environment. We understand that employee wellbeing is impacted in positive and/or negative ways by support, work environment, skills, and knowledge of available resources.

**The Kits** – These kits have been developed to be a resource for leaders on incidents as they work to support employees and provide healthy work environments. We all have a role to play in this. The basic kit contains a few simple tools which target high priority topics.

1. Leaders Invitation – this tool is aimed at incident leaders to orient them to the kit topic and provides information that they can use as they introduce the topic. The “leader” could be an AA/IC/HRSP/SOF2(1)/MEDL or others. The intent is to be flexible and allow for ICs and/or AAs to work within the current context of the incident to find the right time, people, and venue for delivery. There are times on an incident where focus should be placed on work environment (WE) and behavioral health and employee wellbeing (BHEW). Identification of those opportunities can occur through incident specific discussions.
2. IAP Inserts- this tool has been developed to be placed directly into the IAP and functions independently. It provides for brief information about the topic and link/s or QR Code/s for more information/resources or skill building. It can be used alone or in combination with the Info Board poster.
3. Information Board Poster – this tool has also been developed to function independently and can simply be placed on info boards. It has more information than the IAP insert and also contains link/s or QR Code/s. It can be used alone or in combination with the IAP insert.

**Task** - Utilization of kits on an incident (implementation of all 3 tools is best)

- Leader shares Leaders Invitation at morning briefing or in writing in IAP or on info board poster.
- Half page IAP insert is added to IAP at appropriate times on an incident
- Info board posters are displayed in areas where assigned resources can see them in camp and other areas of gathering or can be inserted into IAP instead of half page insert.

### Purpose

- Provide highly accessible resources and information to firefighters to support behavioral health and employee wellbeing (BHEW) during incident response
- Promote healthy work environment concepts and values
- Put a focus on BHEW and work environment in an incident context to destigmatize the topics
- Provide flexible options for leadership engagement on work environment and BHEW

### End State

- Employees see, hear, and can access information and resources
- Employees see, hear and experience support for behavioral health and wellbeing as part of their experience while on an incident.
- Leaders have support to lead into WE & BHEW topics on an incident and gain skill and confidence

