

## 16 Life Safety Initiative Survey Results Expanded Answers

Q3

**Define what "cultural change in the fire service" means to you as it pertains to safety.**

Behaviorial: Driving, over aggressive attack, alcohol consumption.

Wearing seatbelts. Having a backer, clearing roadway scenes quickly, wearing safety vests.

Cultural change means reaching firefighters and officers and changing the way we do business. Not because we have always done it that way. The way we have always done it gets people killed.

Out with the old, in with the new.

Focus on personnel safety, both short term (fitness) but also long-term (cancer/cardiac) risks, Increased emphasis on rehab, accountability, safety of personnel first, saving the building last

It means that there has been a fundamental value shift that has at least some impact on the fire service as a whole.

Changing the mind set that we must sacrifice all in an attempt to do our job. We as a group must be our own safety advocate.

Adapting our minds and culture that we are NOT 10' tall and bullet proof

Changes in belief and values. This change is the most challenging to achieve since cultures tend to be a 'way of life'. A cultural change for safety will usually be a longer lasting and more successful change than just preaching safety.

Nation wide mandated change that affects all in fire service for the better and safer.

That we are expected to die

Having the attitude among all members that "safety" has to be everyone's top priority and evaluate all emergency situations that we respond to with that mind set.

Complete fire ensembles, with scba

Several years ago we took for granted certain risks as part of the job. Today it seems there is much more awareness dealing with safety issues, from PPE, to 2 in 2 out, to driving etc.etc.

Cultural change is that which is internalized by the whole of the organization so that what is initially termed "change" becomes the norm.

Changing mindsets.

Altering persistent practices, often which derive from tradition, that place firefighters at undue risk.

Greater effort at protecting our own

ICS has changed the free lancing on the fireground, we are less aggressive in our interior attacks - we take less risks than we did years ago.

The macho "I'm invincible attitudes have got to go." I feel that we are our own worst enemy when it comes to safety. It is not cool to be safe is what I have found to be the prevalent attitude.

wearing ppe, knowing as much about the situation as possible and physical fitness

We need to focus on enforcing safety. We are good at preaching safety but when it comes to correcting unsafe situations, especially at incidents, we fall short. It is easier to say "I will handle that at the next Officers meeting or at training, we can get by with it this time" instead of meeting the problem head on and fixing it at the time.

Assignment of a Safety Officer on every incident. Rooting out old ways of doing things and making firefighters realize that they do not have to risk a lot to save a little.

Slowing down and properly calculating risks

Learning from the past and traditional ways of doing things a safer way in the future.

Developing a belief where our job is to provide public safety based upon sound risk management principles.

Taking a fresh new look or approach on how we think about doing our job and how we view our personal health in the fire service.

I think today's firefighters consider safety a lot more than we did 20 years ago

Changing beliefs and misconceptions regarding safety and LODD

As cultural change takes place in today's fire service I see that safety is starting to lack and take a back seat to a lot of issues that directly relates to cultural changes.

Making every member understand, believe, embrace, and follow the concept that it is not ok to have the belief that firefighting is by nature a business of "inherent risk" and that it is and in fact honorable to get hurt or killed "on the job". We must make firefighters and officers understand that taking unnecessary risk or getting hurt is not ok and not macho and not acceptable. There are very few times (rescue of confirmed viable human victims) we should be taking risks.

Put your seat belt -slow down -quit doing dumb things.

The way that things were done in the old days, and the changes to how things are done now. The different types of call that are now run

We need to move away from the "I'm indestructable" mentality

It means to slow down, evaluate all aspects of the situation and take a trained, organized and methodical approach to the given scenario

Willingness to adapt to changes!

More team coordination and less free lancing. Providing a structure of initiatives geared towards providing the best protection of safety for FF's and job hazards.

A overall attitude change at both the scene and getting to and from the scene (and fire station) involving a constant risk assesment for all involved.

We need to consider safety in every aspect of our service. Our primary mission should be to ensure Everyone Goes Home

changing the perception of macho and unsafe being the right way. Being safe is not being a wimp.

We have to train firefighters on the importance of using safety equipment and following health and safety policies. Leadership has to stop dancing around these issues and grow the guts to enforce the rules!

With some of the cutrual changes, it means less finace for municipalites or less donations coming in. With mostly volunteer departments already operating on few dollars or taking funds out of thier own pockets, this could lead to closure of many smaller departments.

Making safety a thing that we strive for . Changing the thought patterns that say the dirty the gear the better the fire fighter. You should bring everyone home safe ,and nobody gets hurt at training. No one learns the right way to do something by hurting your fire fighters

Changing the mentality of "that's the way we do it around here" related to safety - making safety an everyday mindset for all activities

Keeping safety first in every aspect of our profession instead of after a signifigant event.

FD culture can defined as an agreed upon set of norms and behaviors in a FD. Changing our FD culture in terms of safety involves taking along hard look at your FD norms, asking if the norms can be improved, if so, change them to become a safer FD. Then the changes must be institutionalized.

Changing what what we have done historically that has become (unfortunately) our "culture"

Making the mindset changes that keep the employees safe on a daily basis. For Example - seat belts, CO monitoring, defensive attacks, etc.

Cultural change in the fire service means that everyone, from the Fire Chief to the newest hire fully accepts that safety begins with them and accepting that responsibility and then working together to make sure the individual and the organization are held accountable. It also would mean that every member truely believes in the mission and this value.

Safety of all aspects of our operations without regard for tradition.

Cultural change means an alignment with the reality that we are human and not superhuman. Bad things can happen to well intentioned people that do not understand we are not superhuman.

Getting rid of the old ideas that firefighters need to put themselves in danger and enhancing the idea that firefighters can operate with safety as its first priority.

changing the values of a department so that they focus on safety

Educating the public along with our new recruits to foster a mindset of safety first throughout the organization

This is the most important item in fire service safety. We hire and train risk takers and reward those who go the extra mile to save a life. This creates a culture of "risk taking" like the military and other risk taking professions. We then wonder why we have a culture that is not "risk aversion". Our citizens appreciate and expect our personnel to take risks that they would not take themselves. Our challenge is to serve the public well with risk takers but where the risk is well managed.

Traditional firefighters would go in and attack the fire without due regard for themselves a lot of time, now with new construction and materials in occupancies, we need to not just rush in but need to look at and sizeup of what we are getting involved with which should help with not losing any of our firefighters. We need to address safety more.

Moving from unsafe firefighter practices to acceptance of new methods (i.e., SCBA usage, RIT Team, wearing of safety vests). All of these reflect making changes from what has occurred in the past (on how things were done) to making changes to improve safety on a fire scene.

Realizing that risk vs benefit is not just a saying but a way of doing our job on all calls. We train on evaluating the risk and need to take the lessons to the street.

more focus on rehab, physical conditioning and accountability

to think of safety in everything that we do, before, during and after the evolution.

Attention to safety initiatives that have become ingrained in the day-to-day operations of the department.

The transition from an "invisible" attitude to a "at risk" attitude. It also includes a higher level of accountability within ourselves.

Focusing on the true killer and injurer of our personnel, and establishing strong medical monitoring, health and wellness programs. Being accountable to conscious risk management in all of the activities that we perform.

Getting our people to understand when it is not ok to go into a burning building to save a body or a structure. To be safe does not mean we are not tough.

Teaching the idea of safety first to each member of the department so it becomes a basic foundation concept in how they act in every task they perform.

for us it is changing the way we do business. High risk low frequency calls are dangerous and we need to

change our way of fighting fires especially in vacant buildings. Firefighters don't like it but need to get it

Stating "we've always done it that way" is not necessarily the correct or safe way. Overcoming the cultural

of past transgressions is sometimes difficult. The new generation coming into the service today wants and

demand safety in all operations-this is a good thing. Unfortunately there seems to be too few of the new

generation wanting to join as a volunteer.

Redefining the way we do business as usual

Be willing to change - not use "cause we've always done it that way" mentality.

Cultural Change is very difficult, however it is a change that must take place and must start at the top. If we

as Chief Officers do not lead by example on a day to day basis and remind our personnel everyday of the

changes we must make to ensure that everyone goes home the cultural change will not occur. This is

something that will not happen overnight, it will take many months maybe years to get 100% buy-in.

Success stories must be communicated before a lot of our old dinosaurs will have any buy-in.

Every single person takes ownership for his or her safety

Ensuring that safety is developed from the beginning, so that the "cultural change" does not have to be so painful.

Understanding that the way we use to fight fires has changed significantly and that safety is embedded in everything we do.

Putting firefighter safety first and foremost when training and responding.

Getting people to believe that it is OK to let a "lost" structure burn if everyone is out, that we don't have to

"go in" on everything, and that it's not "macho" to get smoked up.

Getting away from "we have always done it this way".

Changing the way we do business and how we approach each other when it comes to the safety of ourselves

We have to change "the way it has always been". We need to stop taking unnecessary risks and weigh the risks vs the benefits

"Cultural change" represents a commitment by organization and labor to adopt and institutionalize a process, practice, or program that is intended to better the organization and its members.

Old ways VS new ways old guys and new guys don't always agree on how something should be done. not using airpak vs using airpak.

Implementing safety into everyday operations and putting aside "foolish" pride and traditions in order to create an environment that welcomes and demands safety attitudes at all times. Even if it means putting people out of their safety zone. Supervisors have to be willing to "upset" some to instill these new attitudes and values systems.

accepting reality over emotion

Decreasing number of volunteers while training requirements are increasing. Our society demands dual household incomes. Therefore, there is not a lot of available people to volunteer. What a shame!

I am not sure what it means... I know a lot of people seem to have all the answers but I think we often react to tragic situations without a lot of constructive discussion. Reactive change often times is poor change.

The old guys can not just teach the young guys. They need training and things change every day

Changing what has been done one way for so long to a new better way of doing things.

Making safety a foremost process in the Fire Service and not a product after something happens  
We have to have a change in the fire service culture in order to embrace safety more fully. The previous and existing culture is that we do what we have to do to get the job done and sometimes that's dangerous. We need to shift to more of a "What is the safest most expedient way to do this to minimize the threat to first responders?"

Firefighters all too often take unnecessary risks because danger and getting hurt are "part of the job". Fire Departments and Firefighters need to adopt safety practices in the fashion of private industry. They also need to prioritize safety based on risk management ideals. When that happens, the injury and fatality rate should start to decrease.

The need to teach all dept personnel the importance of safety and everybody goes home philosophy, including accountability, crew integrity, and knowing operations of RIC and Mayday.

Taking personnel responsibility for your own basic safety. We have far too many firefighters who will demand better and safer equipment and procedures, yet when it comes down to their own conduct, follow through, on implementing/using their assigned PPE, they object - avoid - etc.

In the old days, firefighters were often put at risk in situations that did not warrant it. We were always of the opinion that if there was a fire we HAD to put it out and often we introduced a life safety issue where it may not have existed before. We need to get the fire service to understand that the safety of firefighters has to come first, even if the consequences of that are potentially severe. Will there still be risk?

Absolutely. Will it ever be completely safe. No. But we must come to the realization that we may not always be able to favorably affect the outcome of an incident, no matter how many firefighters we throw at it.

Cultural change, regarding safety, in the fire service has occurred when our actions exhibit positive safety practices, not when formal and informal leaders talk about positive safety practices.

The Fire Service is steeped in tradition. We need to realize that because "we have done it this way forever". The fire service needs to be progressive and not fall back on tradition. We need to look outside the fire service to see how other industries promote safety and use some of their programs to eliminate or reduce injuries and fatalities.

More exterior structure firefights, Seat belt usage, More awareness of toxic environments,

I am not sure that I fully understand the question. We need to focus on what is truly killing our firefighters. I feel we still spend too much time talking about how dangerous our jobs are and not enough time actually doing what it takes to make the changes. We allow the members of our organizations to dictate fitness for duty standards and seatbelt rules. These are the two leading causes of death and we often gloss over them to talk about FF's lost and trapped. FF's arriving safely, in good physical shape, and well trained will go along way to improve and reduce lost and trapped firefighters.

Willingness to try something different and make it stick. Challenge "old ways" of doing things.

How serious personnel take their jobs and risks involved.

a. each individual employee must accept responsibility for all facets of personal and occupational safety.

Safety is everyone's responsibility and we may have to do things differently and smarter to get the job done. Changing how we respond to emergencies and taking defensive rather than offensive strategies due to less personnel are just a few examples.

A significant and endearing shift in firefighters' awareness and compliance in on-the-job safety.

Understanding that driving and scene safety are a responsibility of the fire service.

people perception of the dangers of meth labs and other hazmat situations has gotten more lacks which cause us to have to expose ourselves more.

Times have changed and every year we seem not only to improve the equipment that protects our firefighters and public but we also seem to emphasize more on risk vs. benefit. There is a growing concern on this going to far where we don't look at the benefit and only firefighter safety. In addition I believe that NFPA relies too much on manufacturers recommendations especially in the area of apparatus under the "design" of firefighter safety.

Safety of course is a number 1 priority and should be kept up with the latest advancements in safety programs and training.

Risking only if it will save a life.

That the loss of firefighters lives is not always necessary.

To do things smartly and not just the Macho way of doing something with no accountability.

Changing the general attitude toward safety we have in the fire service today.

Cultural change to me as it pertains to safety would mean being able to embrace the technologies that are made available to us and change our approach to the way we fight fire. Generational issues seem to be getting better through the training that our company officers have received and the gap is starting to close between the veterans and rookie firefighters. We have to teach the old dogs new tricks to enhance firefighter safety to properly set the example for the recruit firefighters.

Our staff has become more safety conscious in fire suppression and rescue efforts. The "risk a little, save a little" and "risk alot, save alot" mentality has really taken over. This is far from what it used to be.

Firefighters once entered buildings without size-ups to check for victims that didn't exist. Now a more systematic and structured approach has taken over.

Accepting the fact that Firefighters can slow down thier approch and focus on thier safety on response and station duties

It means critically looking and evaluating what we are doing now, learning from others, and instilling new values, changes in procedure, and adopting safety practices that mean something. It means realizing that "cultural change" must involve personnel and taking the necessary time to create the "buy-in" and acceptance to make long-lasting change to keep our personnel safe.

It means that we have to change the firefighters viewpoint to where we are safer in the fire service.

Getting people to actually believe what they are saying and to change their behavios for a positive result.

Much more Awareness

Identifying and exploring safety practices used in the fire service, and "updating" them to a new standard.

The switch in the mind set from being expendable heroes that take unnecessary risks, to working on scenes a little slower and methodical.

This means changing an old old habit. There are many personnel attitudes that are set in which it becomes difficult to put on seat belts, to change a persons safety habits;to obey traffic laws, to allow females in the dept. etc.

Evaluating risks vs. rewards rather than ignoring all risks

Constant awareness of the dangers of the profession. We need to incorporate situational awareness as part of what it means to be a firefighter.

The change of behaviors and attitudes from acceptance of injuries and deaths to prevention.

Adapting to changes in the service ensuring that firefighter safety is given the #1 priority. It means the theory of "that's the way we have always done it" doesn't apply to situations where we have been putting our folks in unsafe and dangerous situations.

Safety has to be a fundemental function of the job.

#### Q4

**Briefly describe what your department does to encourage personal and organizational accountability for Firefighter health and safety.**

We encourage our Firefighters to continue their fire education and training, book and hands on.

Allowing time for fitness, mandating annual physicals to NFPA 1582.

We empower each firefighter, officer, and administrative staff member to speak up when they see unsafe acts or better ways to handle situations. Yes we still have a chain of command and in fact discuss safety issues and opportunities at each monthly officers meeting.

Use of PPE, safe driving, PAR

Each member is encouraged to be active in safety awareness, including reminding officers to do things such as put on our helmets, vests, etc. Every member a Safety Officer.

Five years ago we implemented annual physical exams for all staff, as well as development of a PFT that provides twice annual physical assessments. Currently we have lost our annual physicals due to budget issues. We are actively seeking other funding sources and relationships. Our PFT also develops programs specific to the needs of the staff and works with FF's returning from light duty. Administration has also required all personnel to participate in PT daily while on shift, they are allotted 1.5 hours during 7am-5pm and are encouraged to do more outside of the organization.

We have also developed a Safety Officer position and a Safety Committee. This committee consists of our Safety Officer, PFT, and a Line Officer; and

they direct policy and actions related to many different areas of Safety.

Develop SOG that support the initiatives. Ask each individual to read, understand and practice the initiatives. mandatory on duty work out time. annual wellness exams. posted risk management philosophy's in all buildings

Reasonable SOP's, accurate reporting, training and reinforcement by administration and Chief Officers, Monitoring, Safety committee with recommendations for correction and improvement.

Rehab unit Mandatory ems standby accountability tags to gain access to the scene and into the hot zone

Developing SOG's and a structure to uphold them

Follow SOG which all include a safety section & we have a mandatory 1 1/2 hour work shift work out period.

Round table discussion about healthy life style

All accidents are investigated with a correctional directive if applicable. A gym is provided, and firefighters are allowed duty time in the day to "work out" and are encouraged to do so.

We do safety briefings every day. Practice safety in all drills. Establish safety officer at incidents.

Encourage wellness for all personnel.

SOG's, comprehensive annual physical, Incident Command System, workout equipment and time at each station, among other things.

In-house near miss reporting system that also encourages participation in the national system. Training on CRM and Highly Reliable Organizing Encouraging AAR's after all operations Development of aggressive Incident Safety Officer Program Health and Wellness program

use of on scene accountability system

we stress that each and every firefighter is the best "safety officer" on the scene, look out for each other all the time.

Strict enforcement of the donning of PPE, road and highway safety procedures, loss control training (mandatory) as it pertains to firefighter safety.

proper ppe worn all the time, inspected after use and cleaned as needed.

We have implemented a wellness program recently and we try to preach safety in all areas. We also have almost 100% participation in the "Brian Hunton Seat Belt Pledge". We also use the ITAC accountability system at all incidents.

We concentrate much effort into the firefighter safety down time. We have an assigned safety officer who tracks all safety issues/concerns.

Seatbelts, Accountability, stopping at all stop signs and remaining in crews

Very active physical standard

Safety policies and procedures, training and education, leadership by example

Firefighter Health & Safety Awareness Training, SOP's/SOG's, ICS use, Dept. Fitness program

Offer cash for participation in exercise program

Regular training. participation in the NFFF Everyone Goes Home and Courage To Be Safe training and use of media available through the EGH website

We have offered a discount to Gold's Gym as well as placed in the budget additional funding for a Wellness-Fitness Initiative program

Talk about it. Discuss during every training. Document incidents and lessons learned and near misses.

Bang the drum every day.

We do yearly health test, and we use accountability on the fire scenes

Health Fitness Program, annual physicals, and developing an incumbent testing procedure.

We have a comprehensive safety program administered by dedicated safety officer that includes all facets of operations that includes station safety, vehicle operations and scene operations. The key we have found is a very clear understanding of the personnel what their role is in safety and welfare.

Get them to look at themselves outside of the Fire Service.

FF's are encouraged to participate in City sponsored Wellness program. Members are trained in the Departments accountability system and ICS procedures.

Regular physical examinations, healthy lifestyle, ID's collected at scene, peer pressure.

We have made those items topics of discussion in our staff and officers meetings. We try to encourage ways to implement policies that address them.

Safety is built into and discussed at each of our trainings and is a focus of ours

We have zero tolerance policies...don't wear your safety belt in the apparatus lose a day's pay. You enforce

this once and everyone catches on very fast.

There are incentives for training and participation.

We train ,and train on accountability. We keep telling our fire fighters that saving lives means everyones life. The fire fighters live is as important to save and if if it lost it should not be lost saving somebody stuff. Save a life ,but not the remains of a building that is lost.

Policy, talk about safety regularly, correct deficiencies immediately, et cetera

Health and safety are incorporated in all annual physicals, training and all practices of the department

Our number one core value is SAFETY! We accomplish this through many things-training, prevention, PIAs, Near Miss Program, SOPs, encourage members to always look for safer methods.

We have a very in-depth health and wellness program (follow the IAFC-IAFF Initiative) with some added items (such as cardiac and IMT scans)

we have an active safety committee to review accidents, work comp claims, and come up with monthly training for safety topics.

We have a safety committee with reps from all shifts that meet regularly and work with Risk Management.

We conduct "after action reviews." We enforce our SOG's. We have annual fitness testing and health screenings. Recently conducted additional "Preventive Cardiology Physicals" on all staff. We conduct the "Six Minutes of Safety" everyday. Participate in the "Stand Down for Safety" week. We have fitness standards and goals that have to be met. We offer incentives for maintaining and improving on fitness goals. We constantly evaluate and replace PPE as needed. We try to adhere to the latestet in standards. It is constantly made clear to our people that safety is their/our number one priority.

Awareness on a daily basis. We do a safety bingo that pays out a small amount of money for a bingo if the shift or shifts have not had an accident or injury.

In addition to a safety committee, we offer free passes to the rec centers, diet, and exercise counseling.

Health & Safety Officer reviews incidents and conducts training every month. SOGs stress safety first.

FD safety committee, gives them input in safety items, Crew resource management mindset

Educate and train everyone in the organization (administrative staff also) to change the way we handle our everyday job.

We have gone overboard in some respects. We say safety is our primary objective - it can't be. If it were we would not leave the station - ever. We need to train our personnel and change our culture to utilize every safety advantage while continuing to serve the public well in a dangerous business.

mandatory physical fitness, implementation of a safety officer at all incidents.

Personal accountability should be changed to personnel accountability in order to reflect an organizational type monitoring of personnel for health and safety. This would include on scene firefighter health and safety (RIT Team). Personal firefighter health and safety would be aligned to wellness programs to improve firefighter health. KCKFD is moving toward an overall scene safety goal of RIT Team deployment on every structure fire call. With regards to wellness, the department is participating in firefighter studies in order to determine current health and wellness and move toward establishing an overall comprehensive wellness program.

1- Provide up to date equipment that gives our firefighters the ability to do thier job safely. 2- Safety is part of each training that we do. 3- Employ one officer per shift who's only job is to respond, not just to structure fires, but any haz mat, tech rescue, auto accident and provide safety officer at those scenes.

These officers are certified safety officers. 4- New safety slogan on mirrors in bathroom each quarter. 5- On the overhead doors at the stations, we have the saying "everyone goes home" so it is the last thing they see as they leave the firehouse.

daily physical fitness, better accountability on the fire scene.

We have a health & Wellness initiative. And our policies promote safety and awareness by empowering individuals to report and correct issues as they find them.

Strictly punitive measures.

Implemented the PEER Fitness Initiative. Also have implemented a wellness program (SimplyWell).

Strive for personal and supervisory accountability for risk assessment, adherence to safe practices, accident/injury investigation, and reporting. Each city department assigns a member of management to oversee the safety program, perform QA, and serve on an accident review council that meets monthly to determine preventability, and to recommend procedural and/or engineering controls to reduce future risk.

Training, give them the tools they need to be safe, lead by example.

Personnel trainings to ensure that they understand that they cannot be part of an emergency solution unless

they are adequately prepared to perform that task safely, including from a health perspective. We have rewritten our SOG's to cover accountability and make sure we do a PAR at every fire or dangerous incident.

We have been pushing safety and pushing accountability for safety down to the individual and we are becoming more critical of supervision-sometimes not critical enough.

good FF accountability at fire scenes. Seat belts. yearly physicals, heart scans. rehab at fire scenes

It is simply implemented into our daily operations and reaffirmed through our weekly training sessions.

Via leadership, resources, constant conversations

Place the responsibility for individual safety on the individual, backed up by strong policies from management.

Provides physicals, time for physical fitness, brought in numerous speakers on health and wellness, continually going over SOG's to discuss safety and operations.

Safety committee safety officers program Health and wellness program fitness program Safety SOGs ie driving, seat belts, duty times for working out. In station fitness rooms.

Continually stress that it's OK to risk a lot to save a life, to risk a little to save what's left, and to risk nothing to save nothing.

Working on safety every day of the year.

Training, SOPs, enforcement, follow websites, encourage internet searches, big participation in safety & Survival Week (year round kick-off), fitness, annual physicals, apparatus design, RIT training, how not to get trapped training, type III safety vests while on the streets, NAPD training, station safety training, District Safety Committee, Circle of Safety Award Winner, Safety Office on all structure fires and major incidents, vehicle blocking at MVA, increased overhead personnel on scene, wash & maintenance PPE program, diet training, remind each other to be safe.

We have implemented the 16 Life Safety Initiatives and have a "watch out for everyone" attitude. We also have all of our Captains and above as Certified Safety Officers

The city provides employee wellness benefits. Weight equipment is also available at each station.

We have policies and procedures in place for FF accountability. we discuss safety concerns during daily conference calls.

Chief officers leading by example. provide excellent equipment. annual physicals.

Offers a wide array of training opportunities inside and outside of the organization. Free membership to the local health and fitness center. Leaders stay up to date with current trends in safety and routinely pass these on to the members. Being proactive with SOG's and policies. Making changes based on performance and need and not a bad incident or injury.

talk about it a lot... some good SOPs.

Absolutely nothing! We would lose over 50% of our staff. Our chief does not have the nuts to even have a physical ability test. Only a handful of FFs would pass. Again, what a shame!

I guess I would throw the question back as to why shouldn't the employee bear that responsibility? Therefore if the employee understands that they are responsible for their actions doesn't that speak to accountability?

none

Use the ICS system and utilize a passport accountability system.

Awareness and TSS and some training

We hold all members accountable for their safety and that of their crew members. We conduct safety briefings at the beginning of all training evolutions and participate in the annual safety week observation Train as you would actually perform. For example -train with real fires, live fire training, not simulated fires. Safety, we have elevated the importance and training on areas noted in previous question. As far as health, along with the union we have proposed a wellness program for fire dept employees, but the City is not interested in a wellness program, mostly due to cost.

We stress safety at all sessions, meetings, and training. We are working to acquaint our officers with their responsibility / accountability for the safety of their personnel. Unsafe acts or omission are addressed, and after proper coach and counseling, reminders, etc, we issue disciplinary actions. Our next step is to follow through with a similar process with their respective command officers.

From my point of view, not much.

WFI/Peer fitness trainers (struggling with resources) Accident/Injury Review process Frequent safety

messages from FD leadership Need more emphasis on organizational message and empowerment of company level leadership

We use SOG's, tag in/out, two in/two out rules and training as a team not as individuals. We also use ICS.

Our firefighters are required to workout for a minimum of 1 hour every shift. We also have them participate in annual medical physicals and require that they meet a basic level of fitness to wear SCBA. We also require an annual fitness ability/agility test for anyone required to wear SCBA.

We recently implemented a change in our fireground accountability system. The input was made by all levels, FF, Officers and Chief.

Health & Safety Committee Health & Safety posters Medical Physical Exams Exercise Equipment in all Stations Time allotted for Exercise Mentioned in Annual Appraisals (their activity level) City reimbursement for fitness center membership Various contests (weight loss, exercise time, etc.)

Training, review of policies, enforcing accountability and utilizing a positive performance management process to ensure conformance with policies and directives.

a. training b. funding at appropriate levels c. quality medical evaluation d. proper training prior to evolutions e. non-punitive / positive discipline to teach how to be more effective f. incorporated safety elements into job description and performance evaluation forms

We provide the necessary equipment and SOG's for the employees to use and follow.

Rehab SOP's, Incident Safety Officer training, medical exams

Daily safety briefings at shift change. Strong focus on health programs. Physical exams that include exercise stress tests. Dedicated time for physical training. Firefighters assigned as Wellness/Fitness leaders.

1. Required 30 minutes of fitness while on duty. 2. Enforce driving safety, seat belts, complete stops at red lights/stop signs. 3. Officers are held accountable, we don't just talk about it. 4. Active Safety and Health Committee with published meeting minutes. 5. SOG of the week published for re-familiarization. 6. We have institutionalized incident command.

yearly testing

Use of accountability programs are required on every type of incident.

We study the NFPA and all other latest articles on safety and then do a review and policing of our firefighters and organization on implementation.

Everyone is held to high standards of safety each day.

Training in the area of safety and always establish a safety officer in high risk situations.

To follow the policies, training to do things the right way and holding people accountable.

We discuss safety issues among the department and shifts. We have developed rules and regulations for some taking disciplinary action when appropriate. We recognize personnel when they stand out exercising good judgement with regard to safety particularly during post incident review sessions.

We have adopted a physical fitness program, have a certified personnel trainer on staff, provide annual physicals, immunizations, and blood screening. We have reworked our on scene accountability system and are currently reviewing and rewriting our outdated Standard operating procedures to meet our goals and safety standards.

Our department has contacted local gyms and obtained free memberships for staff and families. We also encourage our personnel to dine at the stations with the staff. This somewhat prohibits them from eating fast food.

PASS tag system, 2 in 2 out, each firefighter carries a portable radio at all times.

We encourage our fire personnel to consider the entire picture prior to committing to risky behavior.

In 2007, we renewed our Safety Committee and charge them with the responsibility to actually evaluate, recommend, and put into practice the needed organizational change. This included evaluating policies, procedures, protective clothing, vehicles, near-miss reporting, training, and embracing appropriate change mechanisms. In other words this Committee didn't just sit around and talk about safety - With the Chief's full support they have been meeting the challenge and are continuing to do so today.....

We do nothing.

Train personnel and review calls. Working for the establishment of our first ever set of policies and procedures.

Stand-Down Program, Internal Wellness Program

An annual physical, adopted the 16 life safety rules into our by-laws, implement a NIMS command structure.

Annual physicals, ICS, accountability system, time given through the work day to exercise, etc. provide a health & safety class in the training room every year, go over operation manual with every one including new volunteers. Use a safety officer at the incident.

Officer Corps meetings stress safety. Two months of training calendar set aside for Rapid Intervention Team training - all department

We have incorporated an officer development program, which utilizes the IAFC's Crew Resource Management Program.

Dept Safety Committee comprised of peers Open communication and expectation of all members to speak up when they see or hear of something unsafe Mandatory physical fitness standards and mandatory physicals Provide fitness equipment at all stations Provide nutrition classes to members Wellness program Strict driving, backing and seat belt policies to include suspension time if violated

First we start by having the mandatory participation in the Fire/EMS Safety Awareness Week. Secondly from the opening day of recruit academy until retirement there are safety trainings, awareness activities, posters, etc. encouraging firefighters safety and lastly the bottom line is "if you don't get it, then you may not be here." We do not tolerate violations of our policies and safety procedures. You get caught not wearing your seat belt the firefighter, the engineer and the company officer all are responsible and face potential action. We have created an incident/accident/injury investigation team from our Health and safety Program Team members.

## Q5

### **Define risk management.**

Not risking more than there is to gain.

recognizing the potential of an incident or issue and applying corrective action before the issue or incident becomes a reality.

Managing risk for the best results while understanding that the process or job has inherent risk associated with it by the very nature of the job.

Predictable is preventable.

Weighing the risk of doing nothing vs. the value of actively engaging/mitigating a problem or issue.

It is the evaluation of risk within an organization, the mitigation of the risk, and the plan for the risk that cannot currently be mitigated.

What risks can be taken in a safe manner and successfully impact the outcome.

accepting the profession we work in has inherent risks. learning to manage those risk to minimize where possible while still providing the community the service they expect

Identification of hazards and properly and proactively striving to prevent unsafe conditions.

the ability to do what we do in the safest way and to look at safer ways to approach a situation

Reducing unnecessary risk

Simply put "paraphrasing Chief Brunacini" Risk a lot to safe a lot Risk little to save what is lost risk v rewards

Most tasks are provided with directives/SOP's or Standing Orders. We also have a training/safety officer position and that safety position is assigned at all fires.

Identifying activities that have risk and taking steps to reduce/eliminate the hazard.

Managing those areas in your city and department that are a possible liability/hazard to FF/Citizen safety.

Practices, policies and cultural norms which encourage individuals to continuously adjust actions to maintain an acceptable balance between risk and gain, using industry best practices and organizational dictates.

Managing risk via prevention, risking nothing to save nothing, risk more for favorable outcomes

Mitigating risk of an incident occurring by training and other safety initiatives.

to limit or eliminate any risks in the situation at hand by preplanning and training

Risk Management is use a risk analysis system. Is the risk worth the reward? It is also identifying risks that can be controlled and controlling them before they become an issue.

Risk a lot to save a lot, risk a little to save a little.

What we are going to risk to save. Training on the calls that involve risk and knowing when our local resources are overwhelmed

The process of estimating the potential benefits and the estimating of risks, then taking actions based upon acceptable risks for the expected benefits.

The total approach to how we reduce and mitigate firefighter risks not only on the fireground, but through health & fitness.

trying to cut losses through better management

assessing the situation, potential hazards and determining the safest course of action

Knowing that certain risk will be taken and taking additional safety measures to minimize those risks.

Risk/benefit. Having an environment where all of our operational actions consider the risks involved vs the potential benefit of the action. In many cases, taking the action or not probably will not make a difference in the outcome so if there is risk associated with that action, then maybe we don't do it. Having the guts to say hey guys hold on here for a second and lets figure out what we got and what the risks are and come up with a good operational game plan before we go running into harms way and making sure its worth the risk. Sometimes doing nothing is the right thing to do. Doing the less risky activity may also be the right thing to do.

The process of identifying, evaluating, and lowering exposure to risk.

Evaluating every aspect of district operations at all times, changing the culture to support safety initiatives and performing risk versus gain evaluations on all operations

Hazard risk assessments or risk vs. reward mentality.

Risk Management is the identification, assessment, and prioritization of risks followed by coordinated and economical application of resources to minimize, monitor, and control the probability and/or impact of unfortunate events

A constant ongoing assesment of a incident through communication, evaluation, education, and preplanning allowing the safety officer to do his job

Considering all factors available to make the best descion that yields minimum risk & maximum reward

Weighing the risks to the benefits and using that information to appropriately limit the risks taken.

Leadership having the guts to enforce the rules fairly, equally and most of all lead by example!!!!!!!!!!!!

Try to manage the amount of risk that we put our fire fighter in. Make safety your goal to avoid and reduce accidents.

Taking pro-active steps to minimize danger to firefighters and civilians

The identification and reduction of potential health and safety issues prior to the event

Accurately assessing the various risks in your FD, community, etc., develop an action plan to reduce risk, implement plans, and evaluate. This is 24/7, ongoing

Making sure the risk is worth the desired out-come

Evaluating the cost of an action in time, money, safety as it relates to the task.

Risk management for us is trying to reduce accidents, injuries, health problems, etc. using the data and resources we have to learn from our mistakes and to take advantage of the latest in technology, information and best practices.

Eliminate the obvious from becoming a problem.

Reducing the risk through education, policy, and policy enforcement.

Deciding if the risk are worth the outcome.

determining when a riskis worth the benefot..risk a lot to save a lot, risk nothing when nothing is to be gained.

Identifying what can hurt us and how to make changes to avoid them.

Risk management to me is weighing the mission vs. the risk and then putting into place equipment, training, procedures and policies in order to minimize the risk without negating the emergency service mission of the department. Simple - risk v. gain.

analyzing policies and putting them in place in relation to firefighter safety

Risk is an normal part of Fire Department operations and can be handled in different ways. Threat assesments must be conducted to identify threat, once threats are established, contingency plans must be made to handle them. Some risks can be preplanned, others must be handled "on the fly". Many risks are generally accepted as a normal part of doing business and are listed as acceptable. Risk assessment should be a part of every decision a fire chief makes.

Taking the time to evaluate the scene and determine what effect our actions will have and then determine if the risk is worth the benefit.

Constant recognition and evaluation of risk's and reward's. Is it worth it!

Unknown.

The identification of risks and our approach to that risk.

The process of identifying workplace hazards and analyzing exposure to those hazards (risk) under the auspices of a well-defined and understood risk management philosophy. Then determining how to best reduce such exposure through exemplar organizational philosophy, along with procedural and engineering controls.

Deciding if the risk is worth the benefit of the outcome. In other words do I send a firefighter into a structure fire to save someone and the room they are suppose to be in has fire showing out two sides, or even worse. This would tell me this is a body recovery and do I want to be standing at the door of one of my firefighters family say John was a great guy oh by the way he died trying to save a dead person.

Defining known and foreseeable risks and hazards and developing strategies to reduce or eliminate those hazards.

Our job is full of risk but we must only take those risks when there is a reasonable chance of success. We must instill this in our firefighters

Pick any textbook on the subject-risk-vs.-outcome.

Determining level of risk involved in any task

Risk Management is simply managing risk within your organization against any potential liability issue involving the public or our personnel. A Risk Management plan must be in place and has to be reviewed frequently. All personnel must be aware of the plan and its components for it to work and they must know the need for risk management.

Understanding the nature of various risks and taking steps to minimize or eliminate them

Is the risk worth the cost?

Risk management is having the foresight to prevent safety issues before they happen and put into place the procedures to prevent them in the future. It is an ongoing process that should never stop.

Managing risks in a manner to measure risk taken equal to potential positive outcomes

Studying potential risks and taking steps to mitigate and minimize those risks before making the decision to move forward or stand fast.

Trying to eliminate the risk before something happens.

Look at what can go wrong (frequency & severity) and balance with resources and training or just say no and do not engage in a loss of a situation.

In a nutshell, it is evaluating if the risk is greater than the projected outcome. If the risk is too great, for the projected benefit, then it shouldn't be done. High Risk for High benefit, No risk for No benefit.

Basically cost vs. benefit

We define risk as what we are willing to take to obtain an objective benefit.

Prevent something before it happens.

Identifying and mitigating potential hazards, problem areas in safety and overall operations of the organization. Eyes wide open to see oncoming problems and to head them off at the pass.

Using facts and policy to manage risk.

The ability to manage anything that is a risk or threat to the growth of your organization...Internally and externally.

What are you willing to do, what are the expected outcomes and how safely can it be done

Risk versus benefit

Knowing there is risk, use that knowledge to avoid becoming a victim.

Direction of the risk to have a conscious thought process over planning outcomes

Identifying that which is preventable and adopting tactics and strategies to handle them in a cost-effective manner

Risk nothing to save nothing Risk a little to save a little Risk a lot to save a lot

Risk a lot to save a lot, risk little to save a little.

The process of awareness and reduction of both physical harm process, procedures, and actions, and the overall protection of the department and city from liability due to hazardous procedures, improper

procedures or conduct, etc.

To be aware of the fact that we work in an environment that will always have risk. When we are aware of those risks, however, they can be mitigated through training, SOP's, etc.

Actually following through on a process that assesses what factors impact long-and-short-term costs, to people and budget, and addressing those factors until a positive result(s) is found.

Assess and develop procedures before, during and after incidents to increase our ability to make safe decisions.

I define risk management as investigating the areas of your operation where accidents or injury might occur and then attempt to eliminate or at least reduce the possibility of that accident or injury. Risk management should be as much about prevention as it is about investigating an incident after it happens.

Identifying areas of risk and implementing policies to address safety concerns with the identified hazard.

Identify exposure issues and find ways to manage or mitigate (reduce) the negative risk.

Identifying and reducing the exposure to elements in emergency services delivery that impact health, safety, welfare and property damage/loss.

a. assessing obstacles/situations that may cause harm to persons or property b. taking necessary steps to eliminate and/or prevent items found in "a" above c. teach all personnel how to be risk managers

identification of risk and the proper management of such risk

Managing the balance between risks and benefits.

The principles of weighing risk versus benefits and acting accordingly.

Thinking about the human investment we are going to make to solve an emergency. Can we manage the danger to help improve the situation.

limiting your liabilities.

Every accident has a cause, either unsafe act, unsafe condition or a combination of both. Risk management is a proactive approach to identify both of these conditions and either eliminate them or put controls in place to help reduce the risk.

A study of risk factors that can cause either injury or damage to your organization and then implement safety and risk factors to prevent such incidents.

Managing the risk of every daily task throughout the day.

Is the out-come worth the risk.

To try and do the right thing at all times putting safety of our personnel first.

The process of analyzing the benefits of actions taken versus the potential for what can go wrong and making decisions accordingly.

We will risk our lives a lot in a calculated manner, to save savable lives. We will risk our lives a little in a calculated manner to save savable property. We will not risk our lives at all for lives or property that are already lost.

Risk management is reducing and/or eliminating accidents, injuries or illnesses before they occur through proactive training, policies and procedures.

Risk a little to save little, risk a lot to save a lot.

Save a little risk a little save a lot risk a lot. Continually evaluating situations to assure that while life saving measures are taken, and minimizing unnecessary or inappropriate hazards

Risk Management is the processes and procedures needed to analyze the exposure to risk and determine how to best handle the exposure and items found. Example: Risk a lot to save a lot / Risk nothing to save nothing.

Identifying and evaluating the risk to see if it worth putting personnel in danger.

Stopping the bad behaviors early enough in the process to prevent them from becoming the one problem with serious consequences.

Evaluating the your potential risks and dealing with them

Explore every situation for it's hazards and attempt to mitigate them before they happen.

risk little save little, risk a lot to save a lot.

The way to reduce & prevent accidents in the organization

recognition and evaluation of risk

The assessment of the hazards incumbent to this profession and intrinsic to each jurisdiction, coupled with a

plan regarding the mitigation of each.

The process of determining risk involved with the potential benefit gained.

Does the benefit of the action outweigh the risk being taken by our firefighters.

The management of all risks associated with our job. Pre, during and post incident/activity.

## Q9

### **What new technologies are you using that improves FF health and safety?**

TI RIT Healthy diet and lifestyle encouraged

fitness equipment, scba monitoring, medical monitoring.

Annual physicals. invest \$50,000 on fitness equipment, implemented an annual JRPAT, and purchased healthy cookbooks and other items to encourage healthy life styles.

Very little.

Just put in service first Thermal Imaging Camera. Acquired highway traffic safety vests. Would like to require yearly physicals if funding were available.

New Leaf assessment system, county wide credentialing and accountability system, and computer based training.

None at this time

Thermal Imaging, annual medical exams for all employees by Occupational Physician, etc.

response levels training on reaction to the tones

?

Implemented a health and safety program and TICs

n/a

Thermal imaging, screening through physicals bi-annually, Internet based training, LODD studies forwarded and reviewed by OIC to each shift member, documented training etc. etc.

CO and Cyanide monitors

Weekly postings regarding this topic. Added "cardiac scans" to the annual physicals. Regular safety inspections throughout the city.

Integrated pass alarms, TIC, radios

ICS, TIC's, better PPE, SCBA + better training

Nothing at this time due to fiscal restraints.

internet, new ppe, and training

We try and stress the importance of safety. We do have thermal imagers and the latest PPE available and have exercise equipment available in our manned stations but safety isn't about the latest gadgets, it is about culture.

PASS Devices, Infrared Cameras

Thermal Imaging, Improved Turnout gear and SCBA.

Thermal Imaging Camera, Electronic FF Accountability Monitoring, SCBA with heads-up screen in mask.

Integrated PASS on sSCBA, TIC, investigation of tracking systems,

None at this time

Nothing new. Just good old fashion communications. Talking to individuals and communicating expectations and examples.

Better bunker gear, new airpacks,

accountability computer system, better training, TIC

Updated SCBA equipment, blood carbon monoxide meters, newer diesel engines, current PPE (drag strap)

Not using many "new technologies" and focusing on basics, proven technologies and training.

Awareness, education and the need for PSA's

Certainly the Thermal Image camera and a lot of back-to-basics. How to conduct search and have a sense of where you are. Also, LAST training.

Exhaust fans in bays, check-in at scene, regular physical exams, sniffers, pass, everyone gets a radio, gym, new trucks, new SCBA

n/a

TIC, gas detectors for all fires as well as hazmat calls, fitness equipment, new apparatus with simple pump operations.

Packs with integrated PASS devices, Thermal imaging cameras, Station exhaust system.

Accountability system on air packs- TIC's physical's for fire fighters. Seat belts are not new but have to be worn.

PPE and SCBA advancements, GIS applications, real time traffic signal pre-emption, et cetera

Send out near miss reports as reminders of the importance of safety

Thermal Imaging Cameras, CAD Alert, 800 MZ radios

I would not say "new" but rather tests and programs that produce a benefit (such as the peer fitness program and heart and IMT scans)

Recently conducted "Preventive Cardiology Physicals" on all employees that included carotid artery plaque and arterial age assessment, echocardiography, plaque vulnerability assessment and cholesterol profiling.

Recently upgraded equipment such as gas detection, TIC's, and PPE.

MSA air pack accountability system

I do not think technology is the answer. Education, training and situational awareness is what keeps firefighters safe.

We are still on the basics as there is much to do on educating and changing all in the fire service.

having a personal training agency work with our firefighters to develop and work on health issues

We just purchased in mask communications from Scott that dramatically enhance our ability to communicate on the fire scene.

exercise equipment mainly cardio equipment

Integrated PASS Devices. Pak-Tracker SCBA system. TIC

Cardiac scans to augment our wellness program.

Accountability program, thermal cameras

TIC, mandatory fit testing, mandatory physical capacity testing

New SCBA with built in PASS devices, turnout gear with rescue harness in them. Thermal imaging cameras and limited use of optics

Newer and better PPE gear and simple PPE (safety glasses, ear protection, etc) for non-emergency operations. Wildland fire respiratory protection.

Heart scans are the latest

Annual quantitative fit testing of SCBA facepiece

New Fire Apparatus with new safety improvements New PPE with integrated safety devices Thermal Imaging Cameras - more and more each day

New SCBA equipment and various training technologies

None

? don't really understand the question

Annual physicals, wellness initiative, dedicated workout times each day that are not optional, and significant incentives. I do not believe in a national medical standard due to the military's history of messing it up. I do, however, believe in medical standards for individual departments.

Common sense improvements to the apparatus and equipment we have: two examples SCBA's they must have a fitting that manufactured by one SCBA company driving up prices, Apparatus speed: yes it is

important to control but now they reduced the speed for departments that work interstates and highways that have speed limits 10 - 15 mph higher than what is required for the apparatus. Working to eliminate one issue and causing another issue, base the limits on your response area. So is the next step to set the apparatus speed to 40 mph or lower because of the accidents in the larger cities recently?

New PPE, simms unit, thermal imaging units in every apparatus, mobile data computers tied to dispatch and data bases, gas monitoring units

We have implemented a peer fitness training program to improve FF health. We have created a "Safety First" culture

top of the line gear, equipment, and apparatus provide for improved safety but could use some help in the health aspect.

Annual physicals, continuous training,

fit testing face pieces. thermal imaging cameras, crossfit.

Unfortunately not enough. We are using current SCBA technology with the exception of the heads up display.

Thermal imager. Better, intense, hands-on training.

Whatever the union will allow us to do...

Testing, Education

Infrared technology, radio transmitting PASS devices.

Trying to improve fire ground communications, testing face piece mics. Checking CO levels before and during overhaul. Use of thermal imaging cameras.

Very few, if any. Our DC of Ops & Training is very progressive, and entune with the latest standards. I am assuming he is current with the technologies.

Improved SCBA facepiece technology Vehicle restraint systems

Thermal imaging, modern training facility, NFPA compliant PPE

i don't believe we are doing anything new. However we are currently doing an annual physical fitness test for any member required to wear SCBA, all members are required to score a minimum of a B on our doctor's version of the NFPA medical

New TIC's, Compliant SCBA's, personal radios, SOP's

Better Gear Better Equipment

PASS and accountability systems and annual health fairs.

a. we have acquired additional gas monitors to evaluate scene environment to determine when safe atmosphere is present. b. we have purchased new portable radios to ensure increased reliability and ability for firefighters to have immediate means of communicating their situations and needs

use current standards equivalent equipment

1. CO level readings for patients/firefighters (Mosimo) 2. Quantitative fit testing. (More data driven)

lots of physical training hands on. not so much new.

Built in class 2 harnesses in gear, thermal, new pass devices

NFPA

Gas meters, TIC

SCBA technology as well firefighter accountability systems.

Every time we upgrade a piece of apparatus and/or buy new PPE or equipment new health and safety technologies are available and purchased.

Thermal Imaging Cameras, Intergrated Pass devices,

New structural fire gear, new SCBA's, new trucks, NFPA work uniforms and now we require physicals

annually

Compliant SCBA

Newest technology in protective clothing, TIC's, fire apparatus, data collection (FireHouse Software, 5-Alive), to an extent the accreditation process....

None

no new technologies, but established ones that support the mission and have a proven track record.

Working with our Medical Director and his Associates on our program.

None

websites on injuries or close calls. Thermal Imaging Cameras. Digital radios.

reflective vests used on all vehicle accidents, thermal cameras on all rigs

Newest technology involved with the development of SCBA, TICs, medical screening, & rehab.

New PPE Thermal Imaging Cameras Governed apparatus Opticom traffic pre-emption devices

Mobile Data Computers

Everyone on our department participates in the "Courage to Be Safe Program".

Awareness Campaign, Health and Safety Program, Discuss Safety before any activity.

## Q10

### **Other resources for training on personal safety/awareness**

NFA research papers

vfis

Multiple monthly fire service periodicals

NFPA & State Fire Marshal's office.

Fire Department Safety Officers Association

firehouse

magazine articles

health and wellness articles that come from outside the fire service per se

various other web sites

Typical magazine articles, Texas A&M training and contacts in US and Sweden, DHS/Government sources.

FETN

IFSTA

fire engineering, firefighter nation

Other firemen from other depts.

In house critiques...

6 minutes for safety (NWCG)

[www.iaff.org](http://www.iaff.org)

Articles from Fire Chief, Fire Eng, Firehouse, Fire Rescue

## Q14

What programs do your Firefighters and their families have available to them for counseling and psychological support?

Open-Ended Response

Informal at this time.

City funded employee assistance program

EAP for all members regardless of their employment status volunteer or career.

Employee Assistance Programs

Critical Incident Stress Debriefing when needed, Ministerial Alliance (pastors from various denominations in town) available at our request. Catholic Priest is board President and many members go to him for guidance

EAP

None

eap, internal wellness team, clergy

Employee Assistance Program with CISD trained professionals at no cost to employees.

local ministers network neighboring hospital

none known

City has a contract for personnel counseling and we have an active ICSD team in our area

There is a county wide stress counseling team available

Employee Assistance Counseling

EAP is offered at no cost to the employee and family.

Employee Assistance Program Critical Incident Stress Debriefing

On-call psychologist- currently developing program that "embeds" on each company firefighters who are trained to recognize the need for early intervention

Employee Assistance Program

local ministerial alliance and private counseling

Employee Assistance Program

Mental health professionals, Defusing teams

None - we have a member of the local CISM team on our department

Peer Support Group and EAP

Critical Incident Stress Team, EAP, regular health insurance

None currently

EAP, Regional CISD team,

An employee assistance program (EAP)

Employee assistance benefits for career and volunteer firefighters. So many visits under the plan are covered.

Our department has a person who works for the department. Plus we can use persons from the local medical

Local Employee Assistance Program

Several personnel trained in CISD and also have clergy available if needed

Nothing formal as we should have, like an EAP!

City provided Health Care Program through MARCIT. CID team in place

Nothing formal!

CISD, & insurance

EAP

We have a Chaplin on staff.

We have a Chaplain that we have used after accidents that have had deaths or other trauma. The city has a hot line with New Directions Behavioral Health. And we have used the State team to talk to fire fighters after a serious event.

EAP, peer support counseling, medical benefits

EAP program

EAP, CISM, Fire Chaplain

Besides the peer fitness program (for the firefighters) we do offer counseling sessions as a part of the our ins. program from the family side of the coin

EAP

Primarily the EAP program.

EAP program

We have an employee assistance program.

EAP, CISM TEAM

Local CISD team

EAP

Department EAP, county wide CISD

Employees Assistance program  
Employee Assistance Program  
EAP

We are implementing a peer support group and have at this time EAP as part of our benefits.  
very little. We have available a CISM team for the firefighters but nothing for the family.

EAP  
EAP  
EAP

Peer CISM and county CISM along with employer provided EAP program.

EAP, CISD

benefits will pay for professional counseling, but only for paid staff.

Our city provides counseling through a private contractor and our fire fighters can request CISD or we can require it depending on the situation

State sponsored CISM

EAP and PISD

Employees Assistance Programs

EAP services

EAP for all employees and their families, tied to the insurance program.

Peer support and EAP

Employee assistance program

EAP and department chaplain.

Employee Assistance Program

EAP, Stress Debriefing Team, Fire/Police psychologist, District Chaplin, talk to eachother

Employee Assistance Program, CISD

The city provides EAP for all employees.

Local Employee Assistance Program

CISD.

There is an Employee Assistance Program that both can utilize.

CISM. Nothing else. We have a very hands-off chief. Very scared to change. Again, we would lose 50% of the staff. If you want to improve, you have to have the right people on the bus and in the right seats and the wrong people off the bus.

Access to counseling when ever it is needed at the city's expense...Employee Assistance program...

none

not much

Member Assistance Program

Nebraska Fallen Firefighter response team

We have a local Incident Stress Debriefing Team, and with line of duty death, wd have an area wide Backstoppers Organization which takes over family responsibilities (mortgage and bills) for LODD for police and fire.

1. City support EAP program 2. Incident specific - CISD

Unsure

FD Chaplains Police/Fire Peer Support Network City EAP

The city gov. has programs through the County Health Department for support. Interdepartment post incident briefings.

Our department has a membership in a Employee Assistance Program (EAP). Counselors, psychologist, financial planners etc. We have had mixed reviews from those who have used the program.

EAP

City sponsored program through local services.

a. Our city does not have a formal EAP. We utilize our chaplain, a licensed psychologist and other professional personnel as needed to provide EAP-like services. These services are for firefighters only. b. Our city's health insurance program has a 24-hour support line for employee's family members to use as needed. c. This is an evolving element in our city. It has been difficult to garner support, perhaps due to the costs.

We use a department chaplain and city provided resources

Employee Assistance Program

EAP.

1. Fire and Police Chaplains. 2. City EAP program.

we have a chaplain who is also a phsycologist

Crisis intervention team and programs through our insurance carrier

Personnal assistant program

Medical insurance, dept. Chaplain.

EAP and IAFF sources.

EAP program

Employee Assistance Program

Currently we have an agreement with the local county counseling center to provide services for our members at no cost to them for job related counseling issues.

We provide our fire department chaplaincy program and also our insurance provides counseling and psychological support. We also debrief our personnel after most emergency calls.

EAP and a County CIS team

in house EAP

Our Departments Employee Assistance Program. We don't know who is using it but, we receive reports as to how many are using the program.

Just employee assistant program through the city.

State of Wyoming Fire chief's Grant Health and life insurance plan Church

HHS/CISD, EAP

For firefighters we use CISM.

State ran CISM team, we will send an employee to counseling if needed for a few visits.

We have available a new L.A.S.T Deals with F.F. death. A state wide team

Colorado Fallen Firefighters Asso, Missouri Valley Division of IAFC, local chaplins

EAP, department fire service chaplain

Employee Family Assitance Program CISD Chaplains

We have an excellent EAP for our personnel. It is a benefit/confidential process. We also have peer counselling and through the City, there are a host of other available programs.

Local CISD Program, EAP, Department Chaplin Services