



First Responder Psychology
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Wellness Visits

Areas of Focus:

Unstructured conversation about nutrition, exercise, sleep, relationships, work-life balance, hobbies/interests, coping mechanisms, difficult calls or life circumstances.

Goals:

Assist the employee to self-examine how they are doing in the areas of focus and identify concrete strategies and resources to make improvements, where needed.

Busting Myths:

It is NOT a clinical evaluation or “clearance” to continue with one’s role/ assignment.
The contents of the visit are confidential- the discussion is not shared with the employer unless it is a mandatory reporting situation.*

Encouraging Participation:

Some agencies require it for specialty units (which are voluntary assignments) such as SWAT, child abuse, sex crimes, crisis negotiations, etc.

Some agencies offer the service for the benefit of the employee (not incentivized)

Some agencies provide monetary incentives: \$250, \$700 (must also pass a rowing test), 2 weeks paid leave after 5 years of annual wellness visits.

**The employer will be notified of attendance with a service invoice including the name/date of attendance where attendance is required or an incentive is offered.*

Getting Buy In

Choose culturally competent clinicians with availability

Provide biographies of clinicians to increase confidence in your/their options

Give your employees access to the clinician via a meeting or presentation to assist them to get a feel for comfort levels/ fit.

Do an “accusation audit” by addressing any concerns they might have, in advance. It lets them know that you’ve already considered their concerns.

Lead by example- speak of your own wellness visit

Getting Scheduled

Online Scheduler for individual appointments

Group Scheduling (day set aside for agency employees)

Cost \$150 per appointment (including no-shows)