



SAR Crew Mental Health Check Card

Pre Operation

Mental Health Risk Assessment: Has your organisation completed a Mental Health Risk Assessment?

Mental Health Monitoring: Does your organisation carry out active mental health monitoring alongside other physical health monitoring systems?

Mental Health Awareness: Does your organisation carry out active mental health awareness training and encourage a positive mental health culture?

Consider Tasking: What types of Mental Health Risks could exist in the individual tasking?

Briefing: Ensure crew are properly briefed as to the operation and the Mental Health Risks in order to prepare themselves mentally

Speak Up: Allow crew to speak about their concerns

Opt Out: Allow crew to request replacement on operation or potentially traumatic task

During Operation

Utilise the Hierarchy of Control Measures as you would for "physical risks":

ELIMINATION (Remove the Hazard): Do we need to do this tasking, is this within our remit, are the mental health risks outweighing the benefits of carrying out the tasking?

SUBSTITUTION (Replace the Hazard): Is there a more suitable asset, organisation or trained person/crew that can do it? Can we support the operation in a different capacity that limits our exposure to trauma?

ENGINEERING CONTROLS (Isolate People from the Hazard): Can we use other ways to carry out the tasking, can we use machinery or equipment to limit exposure to the traumatic incident (ROVs, screens, etc.)

ADMINISTRATIVE CONTROLS (Change the Way People Work): Implement proper policy, procedures and training for potentially traumatic incidents. Can we rotate people during prolonged, potentially traumatic incidents?

PERSONAL PROTECTIVE EQUIPMENT (Protect Workers with PPE): Can we use PPE to restrict exposure to certain elements of a traumatic incident (nose plugs, gloves, protective suits/boots)

Monitor and Review all crew during operation, consider if mitigations are suitable and working

Post Operation

Personal Safety: Ensure worn and/or contaminated PPE is removed if possible give crew the option to shower and change clothing. The SAR asset should remain off service whilst this is carried out if possible.

Hot Debrief: Carry out a debrief immediately after the SAR operation has concluded with the SAR team directly involved in the operation. Focus on facts of the operation and the crews immediate welfare and mental health needs.

Debrief with Wider Team: Carry out a Hot debrief with the wider team (shore based support crews, MRCC staff if appropriate, other responders etc.). Focus on facts of the operation and the teams immediate welfare and mental health needs.

Initial Mental Health Support/Triage - Within 48 hours of the incident, carry out a defusing debrief that explores how crew and staff are feeling post incident and to assist in identifying crew who may be struggling with their mental health post incident

Professional Mental Health Support - Ensure there is professional mental health support and medical assistance to crews if they require this type of support