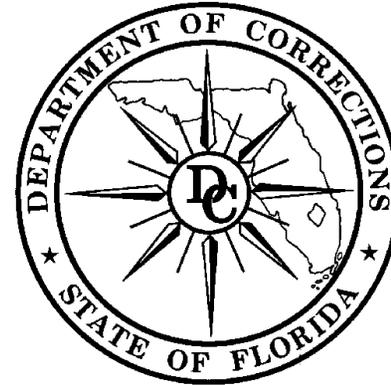


POST TRAUMA STAFF SUPPORT PROGRAM ADMINISTRATORS

The servicing personnel officers or designees are the administrators for the Post Trauma Staff Support Program.

The administrators will contact the affected employees and make the necessary arrangements for the trauma debriefing sessions with outside service providers.

POST TRAUMA STAFF SUPPORT PROGRAM



Support Services
for Employees Involved in
Job-Related Traumatic Incidents

Florida Department of Corrections

June 2006

CO-EMP-3

PURPOSE

The Post Trauma Staff Support Program is designed to recognize that employee involvement in specific violent, work-related situations may cause serious physical and/or emotional trauma to the employee. The program will help the employee to understand the trauma, to assess the employee's personal status and needs, and to provide information and assistance towards meeting those needs.

DEFINITIONS

Debriefing – a structured group meeting with individuals directly involved in a traumatic incident and a helping, professional, confidential, non-evaluative discussion of thoughts, reactions and feelings caused by the incident.

Limits of Confidentiality – most information obtained in the course of providing personal support is confidential. However, any illegal/ unlawful act or violation of the Department's rules and regulations must be reported to the proper authority.

Mental health personnel are the only exception to this rule. Due to the Board of Regulations, which governs mental health personnel, psychologists, psychiatrists, psychological specialists, and psychiatric nurses are not mandated to report any illegal/unlawful act or violation of the department's rules and regulations.

Peer Supporter – the on-duty Post Trauma Staff Support Program team member who provides personal support to the affected employee during post incident activities.

Service Provider – an independent health care professional who is a trained expert in the field of crisis intervention and trauma debriefing.

Trauma – a state of emotional shock induced by severe stress and precipitated by an intense, unusual, and/or emergency event; i.e., the unexpected death of a coworker through suicide or the result of an on-the-job accident, incident, or disturbance.

Traumatic Incident – may include but is not limited to the following: physical assault of a serious nature, sexual assault, hostage incident, serious injury/death to person(s), or direct involvement in a critical situation.

SERVICES PROVIDED

The Post Trauma Staff Support Program is designed to minimize the effects of trauma to employees involved in specific violent situations, by providing procedures and services for immediate intervention and, if necessary, transition to long-range assistance programs.

All employees directly involved in a traumatic incident may be required to attend a group or one-on-one trauma debriefing session with an outside service provider. Attendance at the debriefing session is considered as hours worked. The content of debriefing sessions will remain strictly confidential. However, should the employee's ability to return to duty be in question, the debriefer will provide feedback to the appropriate assistant secretary, warden regional director, or circuit administrator. The Post Trauma Staff Support Program will provide immediate intervention, peer support, and crisis counseling to any affected employee and if indicated, the employee's family members following an incident as stated above.

COST FOR SERVICES

The cost of the trauma debriefing will be incurred by the Department. However, if additional counseling is recommended, and a physical injury is sustained, Workers' Compensation will pay the cost for additional counseling. If no physical injury has been incurred and the service provider recommends follow-up counseling, the employee will contact the employee assistance program coordinator.