Appendix F

Agency Self-Assessment: Mental Health and Wellness

This self-assessment is intended to help EMS agencies reflect on current mental health and wellness practices and identify areas for growth.

It is not a formal evaluation. There is no required score. Agencies may use this tool to understand what is in place, what may be missing, and where to focus next.

How to Use

Review each area and indicate the level that best reflects your agency's current practices.

☐ **Not in place** ☐ **In progress** ☐ **Established**

Agencies may choose to focus on a few priority areas rather than addressing everything at once.

Leadership and Culture

☐ Leadership visibly supports wellness efforts
☐ Wellness is discussed during meetings or communications
☐ Members feel supported in accessing resources

Peer Support

☐ A peer support lead or point of contact is identified
☐ At least one member is trained or identified to provide peer support
☐ Members understand how to access peer support

Confidentiality and Policy

☐ Basic confidentiality expectations are established
☐ Members understand the limits of confidentiality
☐ Policies or guidance are available or in development

Critical Incident Response

☐ A basic process exists for checking in after difficult calls
☐ Peer support or leadership follow-up is provided when needed
☐ External resources are identified (CISM, EAP, etc.)

Training and Education

☐ Mental health awareness training is available
☐ Suicide prevention training is available
☐ Leadership participates in wellness-related training

Resources and Referrals

☐ A list of internal and external resources is available
☐ Members know how to access support services
☐ Partnerships exist with local or regional providers

Family and Community Support

☐ General wellness information is shared with families when appropriate
☐ Community resources are identified
☐ Families are included in agency events or communication when feasible

Next Steps

Based on this assessment, agencies may identify 1–3 priority areas to focus on.

Examples:

- Identify a peer support lead
- Create a basic resource list
- Provide initial training
- Establish a simple follow-up process after difficult calls

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