

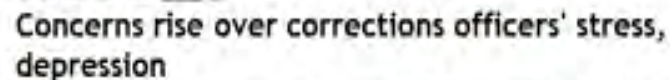
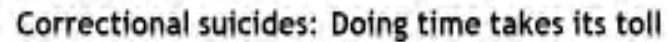
Connecticut Department of Correction



EMPLOYEE WELLNESS INITIATIVES

2019 National Symposium Corrections Worker Health – Panel 3 –
Leading change: Perspectives from Correctional Administrators

August 1, 2019 - Boston, Massachusetts



Updated: 11:48 PM EST Nov 19, 2015

Prison Officers Need Help, but They Won't Ask for It

By [Oscar Lopez](#) On 5/27/14



Public Safety

Reduce Recidivism and Prevent Criminal Activity in our Community and be an active partner in the state's criminal justice, public safety and emergency response/disaster relief systems.

Wellness

Reduce Trauma and its effects throughout the system.

Efficiency

Maximize the utility of limited resources, increase and enhance collaboration, productivity and efficiencies and achieve operational and procedural consistency between DOC facilities and between DOC and its partners.

Wellness

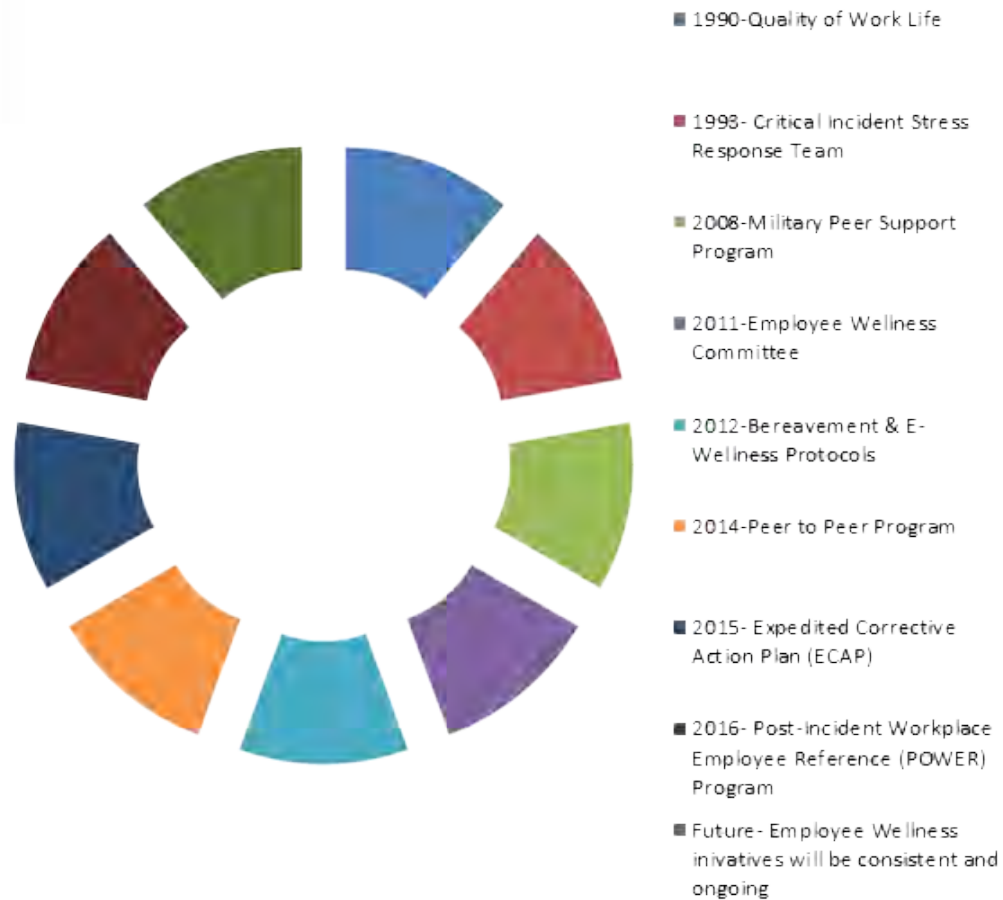
Reduce Trauma and
its effects
throughout the
system.



Time to break the barrier.....



Connecticut Department of Correction E-Wellness Continuum



What are we doing?

Employee Assistance Program
Critical Incident Response Team
On-site fitness gyms
Training
Wellness Committee
Employee Appreciation Activities
Mindfulness Sessions
Yoga
Peer to Peer Program
Mental Clarity & Wellness Techniques
Correctional Fatigue-to-Fulfillment Program
Post-Incident Debrief
Wellness Bulletin Boards



Facebook page
Military Peer Support
Health Screenings
Health Survey/Assessments
Health Coaching
Wellness/Fitness Challenges
Suicide Prevention Training
Break/Meditation Rooms
K9 First Responders
Family Day
Email blasts
Monthly Newsletter

Quality of Work Life Committees – QWL

- Since 1990 - Each facility has had a QWL
- Consist of a variety of employee ranks/ job titles
- Gives employees a chance to unwind from a very stressful work environment

Critical Incident Stress Response Team

- Mission – Provide support to staff adversely affected by traumatic event
- Since the mid 1990's.
- Activated after serious assaults, deaths, and suicides (staff or inmate).
- On average activated 1-2 times per month.

Critical Military Peer Support Program

- Mission – Provide support to DoC staff service members during all phases of deployment, including transition back to work.
- Created in 2008.
- Members communicate with deployed staff and their families.
- Send care packages.
- Annual picnic.

Employee Wellness Committee

- Created in 2011 following an increase in staff suicides.
- Comprised of a wide range of staff including: wardens, human resource staff and front line officers.
- Focus is on addressing issues facing correction officers, i.e. substance abuse, suicide, depression, domestic violence etc.

HITEC - Health Improvement Through Employee Control

- ▶ University of CT-based research program
- ▶ 2006 – present
- ▶ Collaboration of academic professionals and DOC
- ▶ Labor-management approaches to risk reduction & health improvement

Peer to Peer Mentoring Program

- Created in 2014 to foster mentor-mentee relationships.
- Developed in conjunction with grant funded UCONN Health Center study.
- Collected blood pressure and body fat data.
- Results – those with mentors were “healthier.”

Expedited Corrective Action Plan

- Designed to expedite and streamline implementation of disciplinary actions for certain employee infractions.
- Launched in 2015 as the result of a LEAN project aimed at impacting both the Efficiency and Wellness components of the DoC's Strategic Plan.

The POWER Program

- The POWER Card was created to provide valuable reference information to employee affected by significant trauma.
- Feedback from recuperating employees experiencing challenges finding the help they needed, was the impetus for this initiative.

Connecticut Department of Correction Employee Assistance Unit (EAU)

- ▶ The Employee Assistance Unit is a resource for referrals for addiction and mental health issues
- ▶ It is available to all CT DOC employees and their families comprised of Union and Administrative Staff
- ▶ The program is confidential and the focus is on employee wellness and well being

WHAT IS EAU?

**It is a resource for all
CT DOC employees and
their families.**



It's Free.

It's Confidential.

CHAMPI!



CORRECTIONAL HEALTH & AWARENESS MADE PRACTICAL

CHAMP is an employee wellness-centered program designed to increase the Health and Wellness of the agency's staff by offering a variety of classes in fitness and nutrition. These classes will not only teach staff how to live healthier lives, but it will also teach them how to make it practical for their lifestyle. This program will allow you to participate in medical seminars and social activities outside scheduled classes. Some of the activities in this program include:

YOGA

This class helps you gain strength and flexibility, while increasing resilience against any potential injuries.

KICK-BOXING

This involves multiple exercises, and each exercise will be timed for max repetitions within that time. This style of training is ideal for beginners up to advanced athletes due to opportunities in exercise modifications and the fact that your work rate will be dictated by what you can accomplish within the allotted time. It's a fun, motivating class that will never get old.

NUTRITION

Meal preparation, along with how to cook meals, will be discussed, as well as sampling some delicious foods.

For more information, please go to: [website](#) or [Facebook page](#) Or Contact: Lt. Matias, Maloney Training Facility

Future Employee Initiatives





Discussion /
Questions?