



# Stl'atl'imx Tribal Police Service

## Administrative Policy: AB080 Health, Wellness and Physical Fitness

Effective Date: 2010-04-09 Revision Date:

### 1.0 Policy

- 1.1. The Stl'atl'imx Tribal Police Service (STPS) will provide a health, wellness and physical fitness program to personnel that will be described in writing.
- 1.2. The STPS will provide post critical incident stress counselling for personnel and for their immediate family when applicable

### 2.0 Reason for Policy

- 2.1. To promote a satisfactory level of health, wellness and physical fitness for all STPS personnel
- 2.2. Post critical incident stress counselling: emotional and psychological support in response to a severe anxiety reaction to an event outside the range of normal human experience
- 2.3. To provide for personnel:
  - Wellness assistance
    - Counselling, advice or support for STPS personnel in some cases family with regard to any of the following areas:
      - financial problems
      - addiction
      - family crises
      - psychological crises
      - other problems requiring counselling
  - Health and physical fitness
    - Medical Examinations
    - Information to assist in appropriate physical fitness
- 2.4. To ensure that all personnel are aware of the programs and how to obtain these services



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### 3.0 Procedures

#### 3.1. Wellness

##### 3.1.1. Wellness assistance program

- Employee & family assistance program (EFAP), is available through STPS's CINUP group insurance plan
  - financial problems
  - addiction
  - family crises
  - psychological crises, and
  - other problems requiring counselling
  - [www.cinup.com](http://www.cinup.com) , 1.800.665.1234
  - For example, 12 counselling sessions are covered per calendar year.
  - *You will need to confirm the above information as there may have been changes since the effective date of this policy.*
- In the event that the group insurance coverage is insufficient for any reason, please speak with you Departmental Sergeant or the STPS Chief Officer for further assistance

#### 3.2. Health

##### 3.2.1. STPS Constables will have a medical assessment done, at minimum every two years

- The assessment location and physician will be approved by the STPS Chief Officer
- Approved facilities information located in appendix AB080.1
  - List to be updated by STPS Chief Officer as necessary

##### 3.2.2. If a STPS Constable is unable to pass an assessment, for their respective work duties, they will be deemed unfit for duty



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### 3.3. Unfit For Duty

- 3.3.1. The STPS Chief Officer, under appropriate circumstances, will relieve from duty any STPS Constable who is found to be physically or psychologically unfit for duty
- 3.3.2. If a STPS Constable is declared unfit for duty they will be suspended with pay, for a period of two weeks
- 3.3.3. If a STPS Constable is suspended, the STP Board in conjunction with the STPS Chief Officer will decide on an appropriate course of action and or the future employment of the suspended Constable
- If a decision has not been reached within the initial 2 week paid suspension, the paid suspension will continue by 2 week increments until such a time that a decision has been reached
- 3.3.4. While the Constable is on paid suspension the STPS Chief Officer will have the constable perform other beneficial duties as deemed fit, in order to offset the expense of the paid suspension. Types of duties, if applicable, will be decided at that time.

### 3.4. Physical Fitness

- 3.4.1. STPS encourages all personnel to develop a physical fitness plan of their own
- **Physical Fitness:** the ability to meet life's daily demands without undue fatigue while maintaining sufficient energy for leisure time pursuits and overcome emergency situations that may arise personally or professionally
  - **Components of physical fitness:**
    - **Cardiovascular endurance:** the ability to deliver oxygen to the working muscles to sustain activity, necessary in foot pursuits and use of force encounters
    - **Anaerobic power:** the ability to make short, intense bursts of maximal effort, which underlies the ability to run short distances and up stairs



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- **Muscular strength:** the muscles' ability to generate maximal force, necessary for control and restraint
- **Muscular endurance:** the muscles' ability to sustain sub-maximal force, also necessary for lifting, pushing, pulling, carrying
- **Flexibility:** the ability to use the available range of motion at a given joint or structure, used in virtually all day to day movements as well as some of the more demanding physical tasks
- **Body composition:** the ratio of fat to lean muscle mass, associated with physical performance and health
- **Agility:** is the ability to generate speed, to start and stop, and to change direction
- **Explosive leg power:** is the ability to generate force or overcome resistance rapidly, as in jumping.

3.4.2. An exercise program has been developed to aid the STPS constables in physical fitness. See Appendix AB080.2

- The exercise program is designed to aid in physical fitness

3.4.3. The Kamloops and Vancouver YMCA offer extensive services regarding physical fitness. The STPS recommends, if you are having trouble staying fit, that you take advantage of what the YMCA has to offer

- Fitness Assessment
- Tailored Exercise program: after your fitness assessment you can request that someone design a workout program that works for you and the exercise equipment you have access to
- Kamloops and Vancouver have trainers on staff that prepare individuals for the PARE, they are knowledgeable in what levels of fitness a police officer needs to pass a physical aptitude test

3.4.4. It is up to individual personnel to maintain effective levels of physical fitness



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### 3.5. Post Critical Incident

3.5.1. All STPS personnel will inform their respective Departmental Sergeants of any, work related incident(s) that they feel my cause or have caused undue stress or anxiety to themselves or other personnel via:

- Person to person conversation
- Telephone call
- E-mail
- Written letter

3.5.2. STPS Departmental Sergeants will:

- Follow up with Personnel in relation to post critical incidents, job related stress and anxiety
  - Hold debriefing session to understand the issue(s)
  - If necessary set appropriate counselling on behalf of the personnel
  - If necessary involve outside support(medical professionals)
  - Follow up with personnel to ensure that their well being has been attended to
- Keep the STPS Chief Officer informed at all times



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# Appendix AB080.1:





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# Appendix AB080.2:

