

THE ROAD TO MENTAL READINESS (R2MR)

Reduce Stigma and Increase Resiliency in Police Employees

THE GOOD NEWS

If identified and treated early, mental health concerns can be temporary and reversible.

Employees who understand normal reactions to stress and how to manage these reactions are more resilient. They have the ability to recover from stress, traumatic events, and adverse situations.

It is possible to train people to recognize changes in their own mental health and become more resilient.

WHAT IS R2MR?

Originally developed by the Department of National Defence, R2MR is a training program with two levels:

- one for police employees
- one for police leadership

R2MR Primary Course Goals:

- To improve short-term performance and long-term mental health outcomes
- To reduce barriers to care and encourage early access to care

R2MR Leadership Course Goals:

- To provide the tools and resources required to manage and support employees who may be experiencing a mental illness
- To assist supervisors in maintaining their own mental health as well as promoting positive mental health in their employees

Preliminary evaluation results show that participating in R2MR training reduces stigma that often surrounds mental health problems and mental illness and increases resiliency. Participants say that they find it applicable in both their work and home lives.

THE FACTS

Mental or emotional fatigue is a factor in 28% of cases of absenteeism within police organizations.

Work stress, workloads, and work-life issues have a negative impact on the physical and mental health of a substantive portion of Canada's police personnel.

The police workplace culture tends to make it difficult for employees to seek help.

Stigma is a major barrier preventing people from seeking help for mental health problems or mental illness.

The fear of stigma often delays diagnosis and treatment.

The Mental Health Commission of Canada is coordinating the effort to bring R2MR to police organizations across the country. For more information, contact Mike Pietrus, Director, Opening Minds for more information: mpietrus@mentalhealthcommission.ca

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