



PFA WELLBEING PLAN

Version 1

Purpose

The QPS has developed a template to provide a PFA Wellbeing Plan for members following Critical Incidents or Potentially Traumatic Events. This template does not need to be used in a prescriptive manner. It does provide a basis for the dedicated PFA resource to assist members involved in Critical Incidents or PTEs. This will ensure they have a focus on planning activities that will ensure optimal wellbeing and recovery.

To assist with accountability sharing a completed PFA Wellbeing Plan with others will increase the likelihood that the plan will be followed and to provides linkage to other support avenues.

PART A – Experiencing a Potentially Traumatic Event

You have just experienced a PTE, so there may be a range of reactions you could experience. Below is a table of reactions that you may have experienced or may be currently experiencing. It is not unusual to experience any or all of these reactions following a PTE. At this stage (a day or two after) there is no need to be overly concerned about any reactions you may have, it is a normal part of the body’s coping process. Everyone experiences PTEs differently.

Use the table below as a guide to help monitor your reactions over the coming days and weeks. Refer to this table regularly as an easy way to keep track of your reactions. You will want to see the intensity of these reactions diluting over the coming weeks. Sometimes this diluting of reactions occurs naturally and other times you may need to be intentional about helping this process. Ideally you will want to ensure that your usual ability or level of function returns to usual within about two weeks.

Completing this PFA Wellbeing Plan is one way to help ensure you are doing the activities that will assist you to return to usual functioning.

Where am I now?

Common reactions to a critical incident include	Physical reactions may include	Emotional reactions may include
Having trouble concentrating and indecisiveness	An upset stomach, and change in appetite	Feeling nervous, helpless, fearful or sad
Thoughts or images of the incident	Trouble sleeping, and feelings of exhaustion	Feeling shocked or numb
Having disturbing dreams/memories or flashbacks	Headaches, general aches and pains	Disbelief at what happened
Being easily startled by noise	Increased desire to smoke, consume alcohol or take drugs	Being irritable or having outbursts of anger
Feeling on guard and constantly alert	Pounding heart, rapid breathing and edginess	Becoming easily upset or agitated or crying
Feeling tense and generally agitated	Noticing your body is in a hyperaroused state	Withdrawal, feeling rejected or abandoned
Avoiding situations or thoughts that remind you of the incident	Being non-communicative	Feeling detached from others
Feeling distressed, dazed or confused	Noticing muscle tension	Loss of interest in normal activities

There are several tools developed to assist individuals in the long-term monitoring of personal wellbeing and provide a benchmark to help track the intensity of your reactions to the experience. You should utilise these tools in the coming days, weeks and months in the early identification to address any early wellbeing concerns, or help you recognise where you are coping well.

Mental Health Continuum (MHC) - Identifies and displays examples of behaviours and emotions across a spectrum of personal wellbeing. The model indicates healthy adaptive coping (green), mild and reversible distress/functional impairment (yellow), severe persistent injury or impairment (orange), and significant impairment (red). The [continuum](#) can be located on the Safety and Wellbeing Intranet.

Voluntary Psychological Health Screen – Psych Health Screen explores your general life functioning and provides insight into how you’re going and what can be done to assist you. Use the [Psych Health Screen app](#) to get started. [Further information](#) can be located on the Safety and Wellbeing Intranet.

Part B – Wellbeing Strategies

Self-care refers to the activities and practices that we deliberately choose to engage in. To help you focus on doing the activities that assist recovery, keep you well and keep yourself accountable, its sometimes best develop a written plan. This plan will help you focus your attention on what is helpful in the following aspects of your life.

Focus Areas	Examples
Body (B)	Engage in positive activities e.g., Eat regular and healthy meals, good sleep habits, regular exercise, learn new skills, medical check-ups.
Mind (M)	Pay attention to whether your thoughts are helpful. Acknowledge your accomplishments, express emotions in healthy ways, access counselling support.
Spirit (S)	Read inspirational literature, self-reflection, spend time in nature, meditate, explore spiritual connections, take time for yourself.
Relationships (R)	Healthy relationships, make time for family/friends, schedule dates with partner/spouse, ask for support from family and friends.
Work (W)	Undertake meaningful work, maintain work-life balance, positive relationships with co-workers, time management.

Daily Wellbeing Plan

<u>Focus Areas</u>	<u>What will you do?</u>	<u>When will you do it?</u>	<u>How often will you do it?</u>
B	30min Cycle on stationary bike.	After work	Every Tuesday and Thursday

Considerations of risk and protective factors

Harmful Practices, People or Places (what should you avoid to prevent psychological decline)

Are there any known demands, pressures or risks that will add to your current level of stress?

Helpful Practices, People and Places (what is helpful when feeling distressed).

Part C – Support and Accountability

You may wish to consider other support options and services such as:

Support Services

✓	Peer Support Network	✓	Chaplain	✓	Senior Psychologists and Senior Social Workers
✓	1800 ASSIST	✓	Equipt App	✓	Early Intervention Treatment Program (EITP)
✓	Private Mental Health Care Providers	✓	Psych Health Screen App	✓	Mental Health Treatment Program
✓	Other:				

You may also have leave options available to you. It should be noted that although this leave allows time to rest and recuperate away from the work environment, it can result in isolation by removing social aspects and interrupting standard routines. Timing of leave arrangements should be considered.

Access to Leave

Leave Available to Member		Timing for Leave
Sick Leave / Workcover	✓	
Recreation Leave / Long Service Leave	✓	
Critical Incident Leave	✓	

As an additional layer of accountability, it can be beneficial to share your PFA Wellbeing Plan with others. The table below provides some examples of individuals who could provide support and help keep you on track in the completion of the activities you have listed in the plan above. This does not necessarily mean you need to discuss the specifics of the incident with these individuals, it is simply an opportunity to engage with a person who can keep you accountable in your planned activities.

Accountability

✓	Family	✓	Friends	✓	Colleagues
✓	Officer in Charge	✓	Peer Support Officer / dedicated PFA resource	✓	Chaplain
✓	Senior Psychologists and Senior Social Workers	✓	General Practitioner	✓	Private Mental Health Care Providers
✓	Other:				