

Oregon State Police Health Wellness and Resiliency Unit

On July 1, 2021, OSP made a commitment to creating a Health, Wellness, and Resiliency (HWR) unit within OSP. The unit, referred to as the HWR unit, has been a 2-year vision and dream of our agency to be a one-stop place for information and services related to Employee Health, Employee Wellness, and Employee Resiliency.

Law enforcement personnel are routinely exposed to traumatic events, resulting in increased stress and post-traumatic stress disorder (PTSD):

- Depression and suicide (nationally, 228 police officers committed suicide in 2019 exceeding line-of-duty deaths)
- Substance abuse issues, low performance, improper workplace behavior
- OSP saw a 56% increase in average monthly number of employees on paid time loss (2017-2018)
- OSP had a 38% increase in medical leave requests (2017-2018)
- OSP experienced 114% increase in lost workforce hours due to Worker's Compensation claims (2017-2018)

The Work has begun:

- Building the team
 - Two Operations Policy analysts have been hired and began working with the unit beginning in 2022.
- Expand our Critical Incident Response Team (CIRT) to take on new roles for Peer Support.
 - We have interviewed and trained 15 new members of the CIRT team.
- Networking with other agencies' HWR programs.
 - We have traveled to Virginia and Pennsylvania State Police to get firsthand knowledge of their programs and how to implement wellness on a statewide level. We have also begun setting up networks with many Oregon law enforcement agencies.
- Work with national partners to achieve goals.
 - We are working with the National Center for Prevention of Community Violence who partners with the International Chiefs of Police (IACP). This organization is beginning a pilot program for a new Law Enforcement Health and Wellness Network program for mobile devices. Five agencies from around the country have been selected for this pilot program and the Oregon State Police is one of the five. We are the only State Police agency selected.
- Provided easier ways to access resources already available.
 - Our unit has been working with Oregon's Employee Assistance Program (EAP) to make it easier for our employees to access and understand what programs are available. We have presentations developed and are beginning to travel and present this information to offices around the state.

In the next few months, OSP will begin the hiring process for a Clinical Psychologist and another Operations Policy Analyst. We are also conducting research on a company that conducts cardiac screening evaluations on law enforcement officers.