**Staff Wellness and Support Protocol**

**Comprehensive Emotional and Professional Care Framework**

**1. Purpose and Objectives**

* Prevent secondary traumatic stress
* Support mental health
* Maintain professional resilience
* Ensure sustainable caregiving capacity

**2. Psychological Support Framework**

2.1 Mental Health Services

* Individual counseling
* Group therapy sessions
* Trauma-informed psychological support
* Confidential mental health resources

2.2 Stress Management

* Regular psychological assessments
* Burnout prevention strategies
* Emotional regulation techniques
* Resilience building workshops

**3. Professional Support Mechanisms**

3.1 Supervision Structure

* Regular clinical supervision
* Case consultation meetings
* Peer support networks
* Professional development opportunities

3.2 Workload Management

* Structured caseload limits
* Rotation strategies
* Recovery intervals
* Comprehensive staff scheduling

**4. Trauma-Informed Care Approach**

* Understanding secondary traumatization
* Compassion fatigue recognition
* Emotional boundary maintenance
* Self-care skill development

**5. Wellness Program Components**

5.1 Physical Health

* Annual medical screenings
* Fitness program access
* Nutrition counseling
* Health insurance coverage

5.2 Mental Wellness

* Mindfulness training
* Stress reduction workshops
* Personal development resources
* Work-life balance support

**6. Critical Incident Response**

6.1 Immediate Support

* Rapid psychological intervention
* Debriefing protocols
* Immediate counseling access
* Trauma recovery support

6.2 Long-Term Recovery

* Extended psychological support
* Professional rehabilitation
* Career continuity planning
* Comprehensive recovery strategies

**7. Professional Development**

* Continuous skill enhancement
* Specialized training programs
* Leadership development
* Career progression pathways

**8. Compensation and Benefits**

* Competitive salary structure
* Performance-based incentives
* Mental health leave provisions
* Professional development funding

**9. Safety and Security**

* Personal safety training
* Risk management protocols
* Workplace violence prevention
* Comprehensive security measures

**10. Performance and Support Monitoring**

* Regular wellness assessments
* Anonymous feedback mechanisms
* Continuous improvement strategies
* Adaptive support protocols

\*\*Effective Date:\*\* [Current Date]

\*\*Review Cycle:\*\* Annual