

Wellness Check

Questions

1. Is the individual psychologically and/or physically capable of providing care to patients)?
2. Is the individual at risk of self-harm? Does the individual need immediate intervention?
3. How is the individual handling the different aspects of distress?
 - Physical, e.g., sleep
 - Psychological, e.g., depression and anxiety
 - Social, e.g., family and professional relationships.
4. Does the individual have:
 - Trusted peer supports? It's important to have a trusted professional colleague, with whom the care provider can discuss the event, has been well demonstrated.
 - Understanding family members? The individual should be encouraged to share at least some of the events with a family member and to describe and discuss the distress the individual may be feeling.
5. Does the individual have access to professional counselling if it is required?
 - Employee and Family Assistance Providers (EFAPs)
 - Alberta Health Services: (p) 1.877.273.3134 www.homeweb.ca
 - Medical staff
 - Alberta Medical Association's Physician and Family Support Program (PFSP): (p) 1.877.SOS.4MDS (1.877.767.4637)
6. Has the individual contacted their protective association?
 - Nurses:
 - Canadian Nurses Protective Society: (p) 1.800.267.3390 <https://www.cnps.ca/>
 - Physicians
 - Canadian Medical Protective Association (CMPA): (p) 1.800.267.6522 <https://www.cmpa-acpm.ca/en/home>

Take action

Should the assessor have any concerns about the individual's physical or psychological wellbeing, then the following steps should be undertaken.

- Encourage the individual to contact their systems of support as outlined above.
- Arrange for them to take some time away from work – this may need to be done in partnership with a human resources specialist if the individual is an employee.
- If there is an immediate concern the individual may be considering self-harm, contact a human resources specialist and/or ask the individual for permission to get them immediate mental health support.