



Communiqué - RCMP National Reintegration Program

Dear Medavie Blue Cross Provider,

The RCMP has launched the rollout of the National Reintegration Program – an interactive program that focuses on building Regular Members' confidence in order to support them in a respectful and safe return to operational duties. The Program is confidential, member-led, peer-driven, self-paced and customizable to the members needs to assist in building confidence. Reintegration referrals are received by full time RCMP Coordinators after a colleague has been involved in a traumatic or critical incident, transitioning from administrative duties, or returning from extended leave (parental, suspension, physical or psychological injury).

The National Reintegration Program also assists RCMP members with situations and objects that may cause distress. In many regards this is similar to the 'In Vivo' aspects of Prolonged Exposure Therapy. As the RCMP program rolls out nationally, respective Divisions will be able to assist mental health professionals by providing trained Reintegration facilitators to provide exposure to locations, tools, equipment, police vehicles, facilities, ranges, detachments, headquarters etc. to a member while under the care of a medical professional. This partnership has the potential to interlace treatment with exposures to areas police officers may encounter when returning to operational duties, and provide them an opportunity to process and normalize any potential reactions. These types of referrals would be made at your discretion in consultation with the RCMP member to the divisional Occupational Health Services.

Since inception, there have been 461 referrals from medical professionals and over 91% of those referred members have either resumed or returned to the operational duties after working with the Reintegration team. Additionally, feedback from 131 members (via a national survey) revealed 97% felt the process was safe and respectful, and 96% would recommend the program to a colleague.

For further information about the Reintegration Program please email ReintegrationProgram-Programmedereintegration@rcmp-grc.gc.ca or contact the Divisional Coordinator in your respective province.

Divisional National Reintegration Program Coordinators:

E & M Division (British Columbia and Yukon)

Constable Daryl McDonald
250-516-4831
daryl.mcdonald@rcmp-grc.gc.ca

F Division/Depot (Saskatchewan)

Corporal Kaare Christensen
306-216-1827
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K & G Division (Alberta and Northwest Territories)

Corporal Tyler Reid
780-890-2734
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H Division (Nova Scotia)

Corporal Jonathan Fraser
902-720-5547
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J & L Division (New Brunswick and Prince Edward Island)

Corporal Terry Pomeroy
506-470-2631
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National/NHQ & V Division (Ottawa and Nunavut)

Constable Adam Wyant
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O Division (Ontario)

Corporal Lee Johnston
613-315-3022
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NATIONAL REINTEGRATION PROGRAM

Built for you... Led by you.



WHAT IT IS

Reintegration is an interactive program that focuses on building your confidence to support you in a respectful and safe return to operational duties after:

- a member involved shooting or other traumatic or critical incident
- administrative duties
- gradual return to work
- return from extended leave

IT IS

- ✓ confidential
- ✓ member-led
- ✓ peer-driven
- ✓ customized
- ✓ self-paced
- ✓ safe/controlled
- ✓ confidence-building

“ I have come back to work several times (Maternity leave and long term ODS). Reintegration training was an excellent way to transition back into uniform and get comfortable with wearing the uniform, intervention options and scenarios that may be faced returning to general duties. This training was very helpful and should be implemented for all members who are returning to active duty after being off for an extended period of time. ”

IT IS NOT



- a test
- remedial
- documented

HOW IT WORKS

You are paired with two trained Facilitators:

- peers (Regular Members)
- selected based on your specific needs
- with relevant operational experience

YOU MAY DISCUSS

- the incident
- the impact it had on you
- any activities that you could do together to help build your confidence and competence, both physically and mentally

With support from your Facilitators, **YOU** set the pace, scope, depth and goals of the Reintegration process.



This program is absolutely amazing and instrumental in bridging the return to work process. The facilitators are well versed and excellent listeners. They made the entire program about me to empower me to get back to a level of confidence that allowed me to get back to work and feel safe doing so. They allowed me to control the tempo and direction and worked at my pace to ensure I could feel comfortable. They followed up with me and checked in periodically to make sure my return was smooth. ”



HOW TO GET INVOLVED

You can discuss your interest in the Program with your:

- Reintegration Divisional Coordinator
- Divisional Psychologist
- Health Services Officer
- Disability Management Advisor
- Primary care provider (i.e., psychologist or family physician)
- Supervisor/Commander/Manager

LET'S CONNECT

ReintegrationProgram-ProgrammeDeReintegration
[@rcmp-grc.gc.ca](https://www.rcmp-grc.gc.ca)



“ Excellent process. Helped me get back to work almost immediately and have not missed another day of work since because of the incident. Should be offered to every member across the country involved in a shooting. ”