**Peer Support Team Development**

I. **Memo to the Chief/Command** - include a problem statement, information on personnel stress and suicide and why PST is needed.

II. **Develop Policy (review other departments and make it fit to your needs)**

III. **In the process of developing policy consider budgetary issues to include:**
   a. Cost of Basic Peer Support Training
   b. Optional training: Annual CA Peer Support Association Conference, Advanced PST, Critical Incident Stress Management training.
   c. Overtime: for a call-out/PST Meetings- minimal cost to dept.

IV. **Once policy is approved and given permission to move forward:**

   **Two options:**
   1. **Do a presentation at all briefings/staff meetings** - This is your recruitment campaign
      (All staff should be asked to attend)
      a. Presentation should be on what Peer Support is, what it is NOT, and why the department is moving forward in developing a team.
      b. Chief’s/command support. (Have someone from command/leadership there)
      c. See if someone will discuss the impact of a case/call/incident in briefing/meeting
      d. Show a short video relatable to your personnel’s work/stress/trauma to start the discussion.
      e. Discuss the process for team selection. What qualities are you looking for?
   2. **Email the department** with all the above information and send out interest forms with due dates.

V. **Candidates**
   a. Check in with candidate’s supervisor-no major concerns and not pending an IA, etc.
VI. Interview Process & Purpose
   a. Informal- purpose-getting to know you- on average takes 15 minutes
   b. Make sure candidates are there for the right reason & that they are genuine in wanting to help their peers
   c. Vet out people who are known to be “gossips” or are using to promote.
   d. Vet out personnel who may be dealing with personal or professional stress/issues and would cause them psychological harm if they were to take on their peers’ stressors.
   e. Panel (suggestion) to include PST Coordinator(s), Manager in charge of PST, members of peer support from surrounding departments, Dept. Psychologist.