

JOINT COUNCIL MEETING

Wednesday, September 19, 2018 at 6:00 PM

The Arts House (Former V.I.C.)

- 1) Call to Order – Chair, Mayor Laurie Boucher
- 2) Round-table Introductions
- 3) Approval of Agenda
- 4) Approval of Joint Advisory Council Minutes of June 20, 2018
- 5) Presentations
 - a. Helping the Helpers Alma Farrell and Michelle MacDonald
 - b. Skatepark Collective
 - c. Business Arising from the Minutes
 - a. Citizen Appointments to the Arena Commission
 - d. New Business
 - e. Adjournment

Joint Town and County Council Advisory Committee Meeting Minutes

Wednesday, June 20, 2018, 6:00 pm
RK MacDonald Nursing Home - Rhubarb Patch Room

Present were: Warden Owen McCarron
Councillor Mary MacLellan
Councillor Donnie MacDonald
Councillor Vaughan Chisholm
Councillor Remi Deveau
Councillor John Dunbar
Councillor Neil Corbett

Mayor Laurie Boucher
Councillor William Cormier
Councillor Donnie MacInnis
Councillor Andrew Murray
Councillor Mary Farrell
Deputy Mayor Diane Roberts

Regrets: Deputy Warden Hughie Stewart
Councillor Gary Mattie

Councillor Bill MacFarlane
Councillor Jack MacPherson

Staff Present: Glenn Horne, Municipal Clerk-Treasurer,
County of Antigonish
Beth Schumacher, Deputy Clerk, County
of Antigonish
Nicole Haverkort, Regional Solid Waste
Reduction Coordinator/Educator

Jeff Lawrence, CAO, Town of
Antigonish

Dr. Jane Anne Howard

1. **Tour of the Dementia-Friendly Healing & Sensory Garden**

Members of the Councils were provided with a tour of the new garden facility by RK MacDonald Nursing Home staff, with the tours running from 6:00 - 6:40 pm.

2. **Call to Order – Chairman, Warden Owen McCarron**

The meeting of the Joint Town and County Council Advisory Committee was called to order by the Chair, Warden McCarron, at 6:40pm

3. **Approval of Agenda**

Warden McCarron asked for any additions or deletions to the agenda.

Moved By Deputy Mayor Roberts

Seconded By Councillor Chisholm

That the agenda be approved as presented.

Carried

4. **Approval of April 11, 2018 Joint Council Minutes**

Warden McCarron called for any errors or omissions to the Joint Council Minutes of April 11, 2018.

Moved By Councillor Corbett

Seconded By Mayor Boucher

That the Joint Council minutes of April 11, 2018 be approved as presented

Carried

5. **Business Arising from the Minutes**

There was no business arising from the minutes.

6. **Delegations**

a. **Eastern Regional Solid Waste Management**

Nicole Haverkort was introduced by Warden McCarron. Nicole provided a brief overview of the structure of the local Eastern Region Solid Waste Management committee, as well as the Regional Chairs committee.

6.a.1 Extended Producer Recovery (EPR)

Ms. Haverkort provided an overview of the evolution of waste management, and the general costs of providing that municipal service. EPR would apply to packaging and paper, which are the items that are most often found in blue bags. It is a policy tool that would involve industry. The program would bring money to municipalities to manage plastic films, Styrofoam, plastic and glass food jars, etc. This program is intended to offset some of the costs of processing those recyclables.

80% of Canadian Consumers reside in jurisdictions that already have EPR. Nova Scotia currently has a voluntary EPR for milk cartons. A general description was given regarding how the structure in NS might be run, if it were to be set up like that in place in the Province of British Columbia.

This presentation is providing background to the local municipalities in anticipation of the FNSM undertaking a survey in the fall of 2018 to gauge support in the near future. This program could create economies of scale for municipalities, as well as standardization with recycling services in the province.

Opportunities and challenges of the program were reviewed. Ms. Haverkort reviewed the proposed EPR Model for PPP in Nova Scotia, including municipal and business consideration. Discussion followed.

6.a.2 Plastic Contamination in Organics Recovery

Ms. Haverkort then gave a quick presentation regarding contamination in the green carts, which can cause difficulties with the compost product that is produced. A review of education efforts and advertising in the community was provided. Plastic products seem to be the biggest problem; the challenges plastics cause were reviewed. The origami pattern for using newspaper to line bins was shown.

While the biodegradable plastics are currently permitted, they are discouraged because they take longer to break down. Further education efforts will be undertaken to encourage more use of paper in the collection of organics. Nicole is proposing to undertake an education / enforcement plan, which will be discussed further with each municipality based on how strict each unit wanted to be. Incentive programs were also reviewed as a possibility. Discussion followed.

b. Dr. J.A. Howard; Community Engagement in Physician Recruitment

Dr. Jane Anne Howard was introduced by Warden McCarron. Dr. Howard provided an overview of the services provided by the hospital in the community, as well as the employment impact of that facility. A list of medical positions in the community that are anticipated to be in need of recruitment was reviewed. Local physicians have created a recruitment team to look at ways to attract physicians, with ways to engage and involve the community. They have produced a brochure to use, and have also created a video which was shown to the members of the Councils. Discussion followed. Members of the Councils were expressed the desire to offer any assistance that they could.

7. Continuing Business

a. Update on Skateboard Park

Mr. Lawrence and Mr. Horne provided an update about efforts being made to secure a location for a proposed skate park in the Town. A potential site has been identified, which has been reviewed by a skate park designer, the local RCMP officer, the Town Recreation Director, as well as representatives from the local skate park groups. The project is likely to be developed in the fiscal 19/20 year, and is anticipated to cost approximately \$60/sq ft. Staff and other partners were thanked for their efforts to make this project a possibility.

8. **Additions to the Agenda**

There were no additions to the agenda.

9. **Adjournment**

Warden McCarron called for a motion to adjourn the meeting.

Moved By Councillor Murray

Seconded By Councillor Corbett

That the Joint Town and County Council Advisory Committee meeting be adjourned at 8:27 pm.

Carried

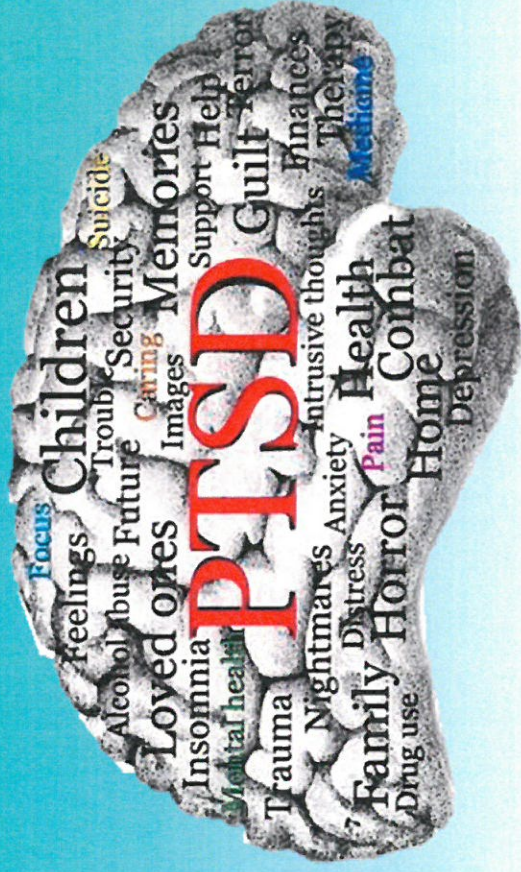
Warden Owen McCarron

Mayor Laurie Boucher

Glenn Horne, Municipal Clerk/Treasurer

Jeff Lawrence, CAO

Helping the Helpers Awareness and Education day



How it started

THE DAY MY MENTOR FELL

By Tanya Slinoy, ACS*

I always had great respect for my mentor, John Gurth. He is genuine; a hard quality to find in today's society. I have learned a great deal from this self-starter who has brought me straight out of school and started half to death, he taught me so many life lessons that cannot be taught in school. He taught me the knack of locking perfectly calm while being on my feet, so I could be ready to go back to work on company policies, not letting other people's actions make me a bad person but most importantly, that family is everything — the most prized possession on earth — all lessons learned from an exceptional professional.

He showed me a personal approach to every call, “treat this person as if they were your own family member,” a professional skill I still practice to this day. I kept in contact with John following my DCP practicum. His mentorship continued as he pushed me to become a professional. The idea of becoming a paramedic being freshly divorced and counting four hours per day for one week, travelling four hours per day for one week every month was unappealing. Oh, and there

was the \$30,000 in tuition, John. With some gentle nudging and a pep talk on what a great Advanced Care Paramedic I could be, he convinced me to take on the challenge. Over the two years of going to The Maritime School of Paramedicine distance program I spent many days wishing I had not listened to him, school was hard, I mean really hard. If I wasn't there were endless hours of studying. To take a week off each month I had to switch shifts with co-workers and pretty much beg, borrow and steal to make this happen. I worked every day for five years then spent a week going back to school. I had this “it’s my last day” mentality as I thought about my

The Turning Point

The day was a typical winter's day in Nova Scotia, cold, some flurries in the air and I was down with the flu, another great side effect of “pushing yourself to your limits ... your immune system finally says, “we're done, time to rest.” I called John Gurth and explained I wasn't doing so well. I asked if I could have a day off. He said, “You get better, enjoy some time with your mom” I took his advice, stayed home, went back to bed and hoped this wasn't going to last too long since I wanted to be so done with school and ride time.

I finally finished and passed all required exams, tests, skills and scenarios. Then I was contacted by John Gurth. He asked if I had any “side time” existing on top of working a full time job and starting a new relationship. John Gurth graciously accepted me back as a student and we were off. Again, I learned many qualities on how to become a great clinician as

As I carried on my normal life, John Gurth

employed this day over in my mind a hundred times over. What my going to work that day have changed the outcome? Would I have made a difference? This was the day my mentor fell.

Helping the Helpers: Objectives

The Committee established the following four (4) objectives:

- **Public Awareness**
To increase awareness of the impact and consequences PTSD has on front line professionals, their families and colleagues by way of open discourse of individual lived experiences of PTSD.
- **Clinical Education**
Provide clinical education by way of community resources on the effects of PTSD on front line professionals their families and colleagues.
- **Reduce Stigma**
To reduce the stigma of PTSD within inter-professional relationships and society.
- **Community Networking Supports**
To initiate dialogue and networking amongst professionals and society with the ultimate goal to share and identify appropriate community supports for families and those front line professionals suffering with PTSD.



Who is our audience?

- All First Responders /Frontline Professionals
- Family members
- Organizations of Frontline Professionals
- Clergy
- Government Officials
- Other

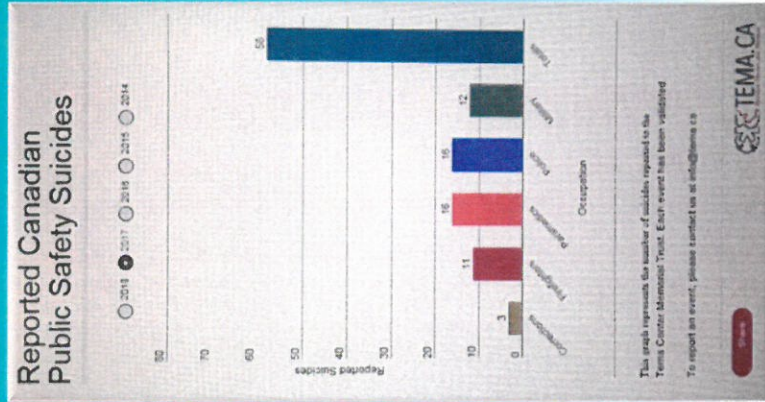
HELPING THE HELPERS
AWARENESS AND EDUCATION
for Post-Traumatic Stress Disorder

PTSD
AWARENESS AND EDUCATION
FOR FRONTLINE PROFESSIONALS AND FAMILIES

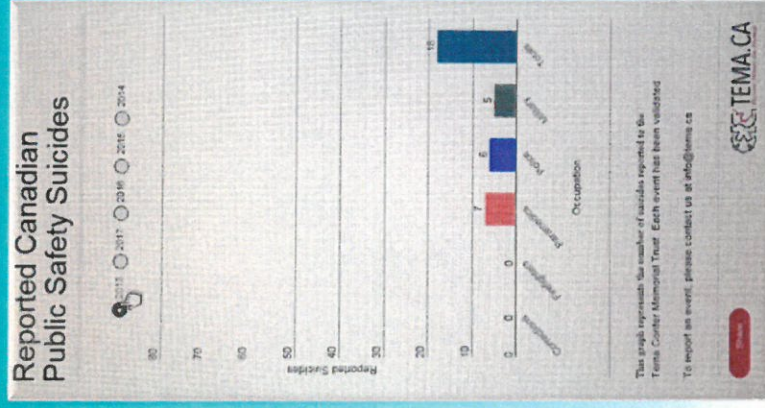
EMERGENCY MEDICAL SERVICES
POLICE
FIRE DEPT.
PTSD: The 1st step is to ask for help
CADUCEUS
ROYAL CREST

Statistics on PTSD

2017



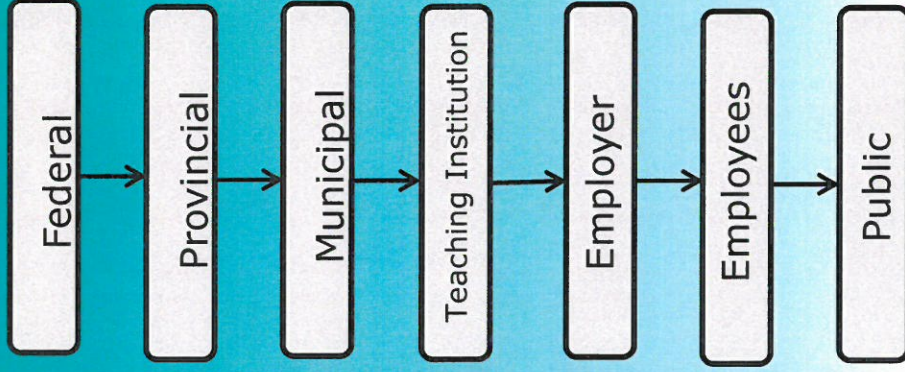
2018 (to date)



- Talk about stats and who is involved in these stats
-
-
-
-
-

Who can make a difference?

• • • • •



Where we are today



- Annual Education and Awareness Day
- Recognized Nationally





THE DAY MY MENTOR FELL

By Tanya Snow, ACP

I always had great respect for my mentor, John Garth. He is genuine; a hard quality to find in today's society. I have learned a great deal from this soft spoken, tattooed "Legend". As a primary care paramedic straight out of school and scared half to death, he taught me so many life lessons that cannot be taught in school. He taught me the knack of looking perfectly calm while being so terrified, he taught me not to get caught up in base or company politics, not letting other people's actions make me a bad person but most importantly, that family is everything — the most prized possession on earth — all lessons learned from an exceptional mentor.

He had the same approach to every call; "treat this person as if they were your own family member," a professional skill I still practice to this day. I kept in contact with John following my PCP practicum. His mentorship continued as he pushed me to become an Advanced Care Paramedic. This was a daunting thought, being freshly divorced and caring for a young son alone. The idea of travelling four hours per day for one week every month was unappealing. Oh, and there

was the \$20,000 in tuition. John. With some gentle nudging and a pep talk on what a great Advanced Care Paramedic I would be, he convinced me. I took the plunge. Over the next two years of going to The Maritime School of Paramedicine distance program I spent many days wishing I had not listened to him; school was hard. I mean really hard. If I wasn't working I was travelling to school and then there were endless hours of studying. To take a week off each month I had to switch shifts with co-workers and pretty much beg, borrow and steal to make this happen. I worked every day for three weeks then spent a week going to school. I did this for over two years. Many of my drives home from school were spent crying. But me being me, too stubborn to quit, I tiredly went forward.

I finally finished and passed all required exams, tests, skills and scenarios. Then I was back on the truck for 460 hours of additional "ride time" training, on top of working a full time job and starting a new relationship. John Garth graciously accepted me back as a student and we were off. Again, I learned many qualities on how to become a great clinician as

well as a good person. Things were going great. I had the reassurance of him always behind me watching in case I ventured down a wrong differential diagnostic or treatment path. He epitomized mentorship.

The Turning Point

The day was a typical winter's day in Nova Scotia; cold, some flurries in the air and I was down with the flu, another great side effect of pushing yourself to your limits ... your immune system finally says "we're done, time to rest." I texted John Garth and explained I was sick. Of course his reply was "stay home, get better, enjoy some time with your son". I took his advice, stayed home, went back to bed and hoped this wasn't going to last too long since I wanted to be so done with school and ride time.

I have replayed this day over in my mind a hundred, no maybe a thousand times. Would my going to work that day have changed the outcome? Would I have made a difference? This was the day my mentor fell.

As I carried on my normal life, John Garth



and his family were in their worst nightmare. All I knew was he was off and no one was really telling me what was going on. Finally I cornered a long-term friend and co-worker who told me “he’s in a bad way, he’s not taking phone calls, not accepting visitors and he’s drinking heavily”. I didn’t have to hear those four abbreviated letters to know that he was suffering from posttraumatic stress disorder (PTSD). Mental health disorders experienced by paramedics that result from work-related activities have been called operational stress injuries (OSI) (Carleton et al. 2017). OSI encompasses a set of disorders such as PTSD, panic disorder (PD), generalized anxiety disorder (GAD), social anxiety disorder (SAD), and alcohol use disorder (AUD) (Carleton et al. 2017).

A Plan to Help

While sitting at work one night I said to my partner “I can’t believe there’s nothing we can do to help him”. We help people every day. That’s what we do! Why can’t I help John? It was at that moment I decided there isn’t enough talk and awareness about this awful disorder (or OSI in general) that affects even the most veteran and strong

paramedics. I wrote John Garth a letter that night telling him he wasn’t alone and that we are all here for him. I vowed that night that I would start doing education days strictly for the helpers. Until this point most of our local education days were primarily educational pieces on how to treat patients or on the newest interventions. These presentations were typically a power point presentation by a local emergency department physician. There were no education days for us!!! We needed something to “*Help the Helpers*” and that’s when the hard work began.

I never in my wildest dreams thought I would get so much resistance from people I respected in my field. I had a supervisor ask me “how would you feel if someone attended this education day all about PTSD and went home and killed themselves?” I was so stunned at this, and was left speechless. How would I feel? It would destroy me but that’s the whole reason why we need to do this so people can find out that they are not alone. I needed to show people that nobody is immune to this disorder but life doesn’t have to end with a diagnosis. This education day is to show as many people as I can that there is life after a diagnosis. People are able to return to work with this illness and live each day with fewer

symptoms, through counselling, resiliency skills and support. I also got the very same question from a co-workers and a committee member.

As I started this journey of planning the first ever *Helping the Helpers* education day I found out pretty early that there would be obstacles. Initial struggles revolved around resistance to discussing this topic in such a public forum and a mismatch between my vision and preconceived ideas about the day’s potential outcome. My vision was simple—that this day would raise local awareness, provide a forum for discussion and provide support to those in need. The day would also help create a network of local health-care providers who have experience dealing with PTSD.

Oh the smoke and mirrors. I am good at a lot of things but politics is not one of them. I cannot be diplomatic when I am so passionate about something and mental health is where my passion lies. I had to reassure certain keynote speakers not to offend other keynote speakers as well as reminding everybody all the time that I still work for this company and don’t want to be fired over something they say or someone they may offend. I had to write objectives, then clinical objectives, then

PLEASE JOIN US ...

Saskatchewan Emergency Medical Services Association’s (SEMSA)



2018 Annual Convention & Trade Show

May 7-9 in Moose Jaw at Mosaic Place

Host Hotel: Temple Gardens Hotel and Spa.

For Convention & Trade Show information contact the SEMSA Office at semsa@semsa.org

SASKATCHEWAN EMERGENCY MEDICAL SERVICES ASSOC.

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phone interrogations and get keynote speakers power points so it could be approved. This went on for about nine months. The first education day was successfully held in November, 2014.

Helping the Helpers Education Day

We use an open form of communication that focuses on creating awareness of the signs and symptoms of PTSD. We promote getting help early and help those identify resources close to them. The earlier we start treatment, the more productive we can be in our communities, at work, and most importantly, to our families. We want to catch these frontline professionals before they become such high acuity that most services in place are limited when the acuity reaches a point of crisis. In Nova Scotia inpatient mental health care has been replaced by outpatient care. John Garth was one of the lucky ones. He had the support of his wife who wouldn't give up on him and fought for him to go to Halifax and receive the long-term care he needed. This option is not available to everyone. Many people affected by these illnesses return home sometime feeling isolated (Dr. John Whelen). In rural areas, treatment often involves being seen in the ED by a physician who has limited experience treating OSI. This day is truly an educational day to educate us about us. What we excel at in our everyday lives in recognizing signs and symptoms in our patients, we overlook in ourselves, our colleagues and co-workers. We sometimes suffer in silence or watch our partner suffer because we don't want the world to know "WE NEED HELP." Three small little words with so much power. It's time we took the power away from those words and build resiliency within our profession.

These education days spark strong emotions in our fellow frontline professionals. How could it not? These are our mentors, heroes, friends and co-workers telling their horrific story of their struggles to become "better". If we didn't spark that strong emotion then we wouldn't be getting the strong and memorable message across that "It's okay not to be okay, it's okay to ask for help". It is not our intention to upset audience members so much that they cannot continue their day or cause any unnecessary anxiety, but sometimes the truth is messy, uncomfortable and upsetting.

OSI is devastating to people going through it, as well as their family members and co-workers who feel helpless. It is my hope that these education days are truly a day of discovery and may get people to think about accessing help early and stop suffering in silence, to talk to people who have been

to hell and back and find out what resources are out there for them. The best case scenario is that these disorders will be prevented by raising awareness and providing supports.

Coping and resiliency skills are necessary for prevention and for those afflicted. They are key to getting back to living life again. As our education days became more polished and we reached more and more people we decided to have a psychologist on site at all times to help with anyone struggling with triggers or just needing to talk. As we approach our fourth year we have many psychologists volunteering to come for the day to help. The education day is typically held at the Schwartz Auditorium at St. Francis Xavier University at the end of October. We had 278 people attend the last education day. In previous years we had mostly frontline professionals attending but we have seen a change. More and more family members and people who are not frontline professionals are attending (i.e. sexual assault survivors, people who we never think of as being on the front lines like tow truck drivers, snowplow operators, correction officers). In total, we have reached almost 1,000 people directly or indirectly through *Helping the Helpers* education days.

The biggest benefit of the day is talking to these people who have been struggling and just need to talk to John Garth or one of the other guest speakers who have been there and understand the struggles associated with getting help. They want to know what has worked for them and what options are out there, whether it is medication, therapy dogs, equestrian therapy, cannabis, a naturopath, physiotherapy, a psychiatrist, or a psychologist. At least it's a starting point.

Conclusion

I feel an overwhelming obligation to continue with the *Helping the Helpers* education day. People who have attended *Helping the Helpers* education day state that they take different messages away from the day. I believe that having keynote speakers with different backgrounds and experiences with PTSD lets us provide for a more diverse audience. I've been an ACP for eight years now. My mentor, John Garth, provided many lessons in paramedicine that I now share with others new to this profession. One of the most important lessons has been that we need to support each other, we need to be open about talking about mental health within our profession, and we need to be able to pick each other up when our mentors fall. The *Helping the Helpers* education day was my way of starting this process. John Garth is still an important part of my life and continues to be my mentor. He is a great inspiration to me and others as

he now talks about his struggles with PTSD and how he lives with it every day. I know that through this process we have both grown personally as well as professionally. CP

ABOUT THE AUTHOR



In 2005 Tanya Snow, at the age of 32, decided to fulfill a lifelong dream and become a paramedic. She took her training at The Maritime School of Paramedicine in Dartmouth Nova Scotia. After being on the trucks for three years she decided she wanted to do more and in 2010 became an Advanced

Care Paramedic, graduating with honours from The Maritime School of Paramedicine Distance Program in Sydney, Nova Scotia. She continues to work in rural Nova Scotia. Tanya is a certified instructor for St. John Ambulance as well as The Heart and Stroke Foundation. In her spare time she volunteers with a team of OBGYN's doing medical missions in the Philippines. She is one of the founders of "Helping the Helpers" an annual education day for frontline professionals coping and dealing with PTSD. She is an elected council member in the Town of Mulgrave, as well as a council member for the College of Paramedics of Nova Scotia. She is happily married to her soul mate, Mark, who has helped raise her son Clayton, now a student at Dalhousie University. She is an all-terrain vehicle enthusiast and loves taking the boat out to catch a big trout with her dad. She is probably best known by her peers for decorating the base for every occasion and season.

Contact Information

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References:

1. Carleton RN, Afifi TO, Turner S et al. Mental disorder symptoms among public safety personnel in Canada. *The Canadian Journal of Psychiatry*. 2017; published online ahead of print.
2. In-patient PTSD centre needed in Atlantic Canada, advocate says, CBC, [https://www.google.ca/url?sa=t&rl=1&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKewjYzpnZ5ZvYAhWixYM-KH2Z3B-sQFggnMAA&url=http%3A%2F%2Fthechronicleherald.ca%2Fthenovascotian%2F1274797-whalen%25E2%2580%2599s-novel-puts-spotlight-on-ptsd-in-armed-force&usq=AOWaw1bXlmBgOaZU8cFyeXJhis1](https://www.google.ca/url?sa=t&rl=1&q=&esrc=s&source=web&cd=8&cad=rja&uact=8&ved=0ahUKewjYzpnZ5ZvYAhWixYM-KH2Z3B-sQFggnMAA&url=http%3A%2F%2Fwww.cbc.ca%2Fnews%2Fcanada%2Fnova-scotia%2Fin-patient-ptsd-centre-needed-atlantic-canada-1.4349974&usq=AOWaw0lcN8kM-qXlJv9J3MHml-https://www.google.ca/url?sa=t&rl=1&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKewjYzpnZ5ZvYAhWixYM-KH2Z3B-sQFggnMAA&url=http%3A%2F%2Fthechronicleherald.ca%2Fthenovascotian%2F1274797-whalen%25E2%2580%2599s-novel-puts-spotlight-on-ptsd-in-armed-force&usq=AOWaw1bXlmBgOaZU8cFyeXJhis1)

