

Workplace Critical Incident Support

Kii provides support when an unexpected traumatic situation occurs that has emotional, mental or physical effects on employees. This could include the sudden death or suicide of a co-worker, acts of violence, traumatic events requiring close and/or extended news coverage, large-scale accidents, incidents involving employees or natural disasters.

Kii provides both **Group Intervention** and **Individual Intervention**

Group Intervention:

This intervention employs a psycho-educative approach that gives participants the tools they need to adapt and gain a good understanding of warning signs that their mental and emotional health may be deteriorating. For this type of intervention to be effective, employees must participate voluntarily. Therefore, they need to be consulted in advance. In addition, the intervention should ideally take place between 24 to 72 hours following the traumatic incident or their return to work. Interventions may be in-person or virtual.

Individual Intervention

This service is generally used to support employees on a short-term basis. Essentially, a professional is made available to meet individually with employees who are interested. Generally, the meeting lasts 15 to 30 minutes and takes place in a closed office where the employee can discuss more privately their personal circumstances. Interventions may be in-person or virtual.

How to access Workplace Critical Incident Support

The employee's manager and the HR Business Partner should work together to best address and coordinate the support required following a critical incident. Either the manager or the HR Business Partner can initiate a call to Kii at 1-833-399-3418 and ask to be referred to a critical incident specialist to deal with immediate needs.

Once the immediate needs have been addressed, the HR Business Partner will work with managers and other resources in People & Culture to identify mid- to long-term support measures.

Important Information About Fees

\$225/HR

Minimum of 2 hours per session/request; hourly increments available thereafter.

Travel fees typically apply for locations that are >100km outside of major urban centers.

Travel costs will be billed after the first 100 km, in both directions, from the base location identified below upon prior approval being received.

- Regina
- Saskatoon
- Prince Albert
- Moose Jaw

The rates, which are assumed to be per person, will be based on the following schedule. All times below are in CST.

- Travel time will be based on \$75/hour per Google Maps. (The first 60 minutes in both directions will be deducted.)
- \$0.64 /km per Google Maps (The first 100 km in both directions will be deducted.)
- \$50 per day per diem for days where the consultant is away from their base location between 7:00 AM and 6:00 PM. Otherwise, the following table will be used:
 - Breakfast – Leaving home location prior to 7:00 AM - \$10
 - Lunch – Away from home location between 10:00 AM and 2:00 PM - \$15
 - Supper – Arriving at home location after 6:00 PM - \$25
- Ground/Air Transportation, if necessary, with prior approval of the Government of Saskatchewan and upon receipt. (flights, transit, taxis, etc.)
- Hotel/Accommodations, if necessary, with prior approval of the Government of Saskatchewan and upon receipt.