



Get Up and Grow

First Responders Wellness Programme

Award-winning First Responders Wellness Assistance Programme (FRWAP):

Info Deck for Emergency Services Leaders, Volunteers, Municipalities and National Departments in this uniquely diverse landscape.

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Get Up and Grow

Empower Your First Responders

- Empower your first responders to deliver life-saving services in high-stress environments
- Get Up and Grow First Responders Wellness Assistance Programme (FRWAP) ensures resilience and effective response
- Led by Sinta Ebersohn, internationally accredited First Responder and expert in post traumatic growth





Get Up and Grow

Why FRWAP?

Build a Resilient Team to Respond with Confidence and Shape a Safer Legacy

- **Emergency services are vital: First responders (police, firefighters, paramedics etc.) handle millions of calls annually, facing high incidents of vicarious trauma on a daily basis**
- **They form critical networks, driving rapid response and community safety**
- **Challenges for first responders: Workplace Conflict, Harassment & Abuse, Cultural Diversity, Vehicle Accidents, On-Duty Injuries, Mental Health, Relationships & Socio-economic Stress**





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Challenges of First Responders

★ Workplace Conflict

46% experience workplace conflict due to the high stress environment, fatigue and burnout.

★ Harassment & Abuse

Up to 38% suffer physical violence, 57% face verbal abuse, 33% receive threats and 12% experience sexual harassment.

★ Cultural Diversity

25% - 40% experience language barriers, misunderstandings & trust issues in diverse ethnic communities

★ Vehicle Accidents

Crashes account for 49% of EMS provider fatalities and law enforcement vehicle accidents cause significant injuries.

★ On Duty Injuries

9% of EMS workers suffer on-duty injuries annually and 3% of firefighters face non-fatal injuries each year.

★ Socio Economic

50% - 70% report insufficient equipment and outdated or limited resources due to budget constraints.

★ Mental Health

Behavioural health conditions like depression and PTSD are prevalent in up to 30% of first responders.

★ Relationships

First responder divorce rates are much higher than the general population with twice as many women than men.



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The Risks of Neglect

Disruptions, Legal Repercussions, Bad Publicity & Negative Morale

**CONFLICT & MENTAL
HEALTH ISSUES**

± 46%

**HARASSMENT &
CULTURAL TENSIONS**

± 57%

**ACCIDENTS
& INJURIES**

± 49%

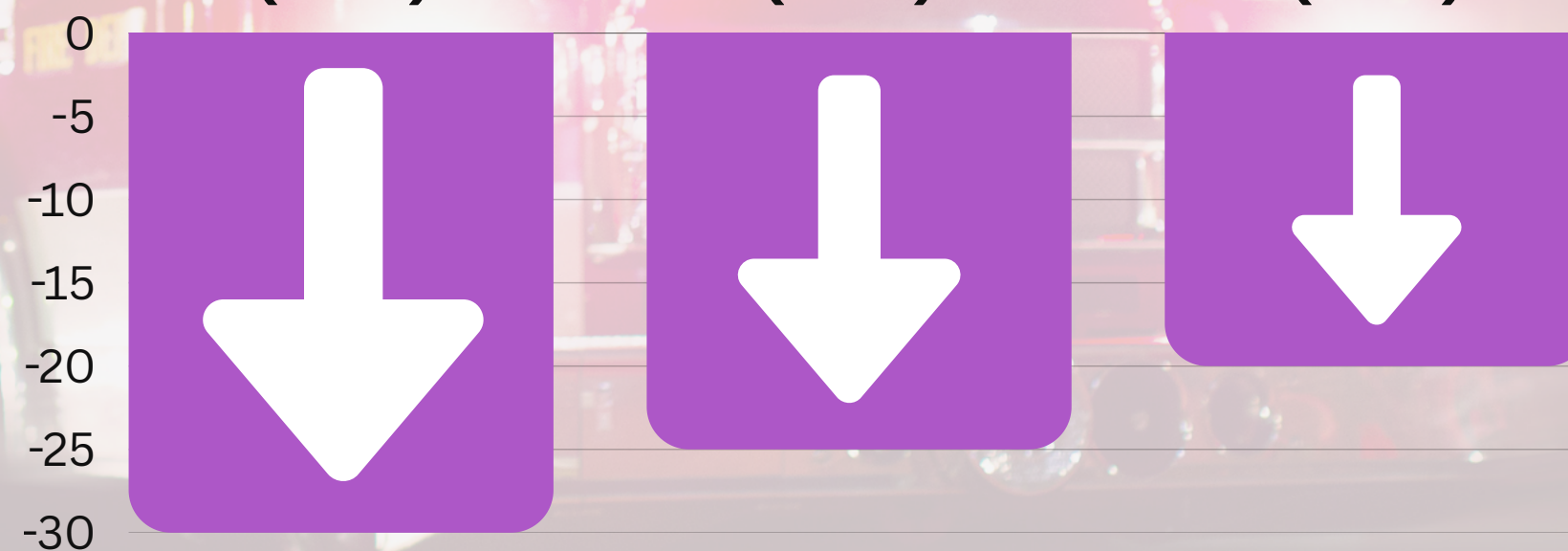
**RELATIONSHIP
STRESS**

± 70%

**RESPONSE DELAYS
(-30%)**

**TEAM TURNOVER
(-25%)**

**SERVICE DISRUPTIONS
(-20%)**





Get Up and Grow

Your Wellness Champion

Sinta Ebersohn, Founder of Get Up and Grow

- **15+ years in mental health advocacy and resilience training**
- **Unique insight into vicarious trauma experienced by first responders**
- **Internationally Accredited Trauma Debriefing Specialist**
- **Immediate, sensitive incident response tailored to each individual's unique needs**
- **African Excellence Award Winner for Best Employee Wellness Assistance Programme (2024)**





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A Resilient First Responder Team

Get Up and Grow's First Responder Wellness Assistance Programme (FRWAP) empowers all team members



Preventative Measures (Library of Resources)

- Vicarious Trauma Awareness Training minimises impact on individuals.
- Harassment and Abuse Awareness training prevents incidents.
- Cultural Diversity Modules foster unity, tolerance and a secure work environment.
- Mental Health and Relationships: Resilience Tools reduce anxiety, provide guidance & practical advice.



Incident Response

- Trauma Debriefing: Specialist support for accidents and incidents reduces PTSD symptoms.
- Conflict Resolution: Mentoring and coaching resolve disputes & equip with skills.
- Counselling and Mentoring: Supports relationship stress and other life challenges.
- Emergency Interventions: Group Trauma Debriefings, Crisis workshops & Support Groups.

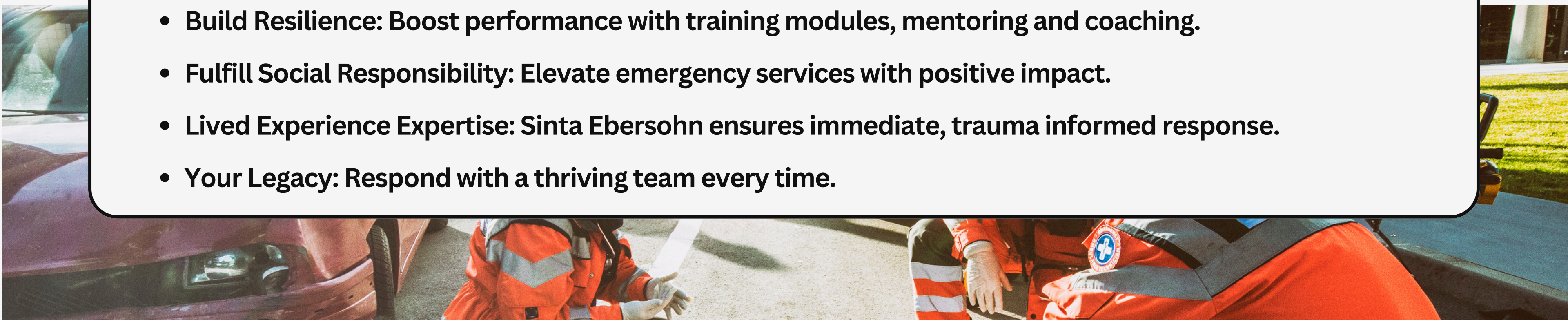


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The Benefits for Your Team

Respond with Confidence and Impact

- **Avoid Pitfalls:** Prevent response delays, team turnover and service disruptions.
- **Strengthen Relationships:** Support first responder interactions for seamless operation.
- **Build Resilience:** Boost performance with training modules, mentoring and coaching.
- **Fulfill Social Responsibility:** Elevate emergency services with positive impact.
- **Lived Experience Expertise:** Sinta Ebersohn ensures immediate, trauma informed response.
- **Your Legacy:** Respond with a thriving team every time.





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Success Stories

Transforming First Responders

“Get Up and Grow empowers every first responder to shine!” - Sinta Ebersohn

Resilience Boost

Fire Fighter

A firefighter resolved divorce stress with an online course that helped sustain his presence despite the challenges.

Reduced Symptoms

Paramedic

Received trauma debriefing after responding to a vehicle accident, which reduced PTSD like symptoms drastically.

Enhanced Unity

Police Officer

A young police officer overcame cultural conflict with a diversity training module and one-on-one mentoring to improve tolerance.





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Testimonials

Work-Life Balance

“I can’t thank you enough for the one-on-one mentoring sessions last month. After years of struggling with work-life balance due to long shifts, your guidance helped me rebuild my relationship with my family. I feel more focused and supported. Truly life-changing!
– T.M.

Vicarious Trauma

Dear Sintia, the trauma debriefing I received from you was a game-changer, after responding to that horrific accident. Your step-by-step guidance helped me process the stress and get back to work with confidence. Thank you for your incredible support!
– L.K.

Harassment & Abuse

Sintia, your harassment and abuse training module and personal mentoring session resolved the tensions I faced with my team. I feel more united with my colleagues now and it’s made a huge difference on the job. Grateful for your expertise!
– S.N.





Get Up and Grow

Respond with Confidence

Rewrite the response, empower your first responders and serve with pride.

Adopt the Get Up and Grow First Responders Wellness Assistance Programme (FRWAP) to empower your emergency personnel. Cultivate a thriving, energised team with diverse talent. Avoid response delays, team turnover and service disruptions while fostering resilient working relationships.

Let's build a legacy of resilience and excellence together!

Contact us TODAY for a discovery meeting.

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Thank You for your time



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