# Critical Incident Stress Management For Industry



### What

Peer support is emotional and practical support between two people who share a common experience. A Peer Supporter has lived through that similar experience and is trained to support others. CISM is more than just response - it builds proactive resiliency to help keep healthy people healthy.

**RESISTANCE - RESILIENCE - RECOVERY** 

## Who

CISM is currently targeted at a specific audience within heavy industry as they have unique needs and experiences. They are also at higher risk for psychological harm due to the nature of emergency response:

- Full time industrial firefighters
- Operators on industrial brigade teams
- Incident Management Teams / EOC members

### How

A CISM Steering Committee was established to work through the implementation process. Once operational, **SDMAP and ACIPN will provide administrative support** to the program for ongoing sustainability.

# Why

The Critical Incident Stress Management (CISM) framework plays a vital role in the mental health continuum through peer-to-peer interactions. SDMAP has opted to become a member of the **Alberta Critical Incident Peer Network (ACIPN)** as it is grounded in evidence and overseen by a Clinical Director. Numerous heavy industry entities and our collaborating municipal fire services are also affiliated with ACIPN.

## Why Mutual Aid?

Shared resources and expertise across multiple agencies create a more comprehensive support network, enabling quicker responses to critical incidents, reducing stigma, and ensures uniform care for personnel. Managing CISM within mutual aid enhances the program's effectiveness. CISM resourcing aligns with the purpose and current service offerings within industrial mutual aid.

#### When

Initial Team CISM Training:

- December 2, 3, 9 and 10th, 2024
- Team completes continuous education online on a routine basis (approx. one hour every six weeks)

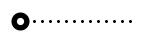
Mental Fitness	Healthy	Reacting	Injured	Illness
Superior emotional and social functioning     Ready for and energised by challenges     Mood resilient to acute stressors     Strong impulse control     Aware of emotions     Consistent sleep patterns     Motivational drive high     Leading others to achieve outstanding results     Anxiety control     Energised by work     Superior focus, problem solving, and memory     Self aware and able to reflect	High Social and emotional functioning     Mood recovers quickly from stress     Manages anxiety     Good impulse control     Normal sleep patterns     Physically well, full of energy     Consistent performance     Socially active     Ready and able to face work challenges     Enjoying work     Responsive to others     Patient     Flexible     Focus, memory and problem solving are high     Self aware	Impacted social and emotional functioning Reactive to anxiety Nervousness Irritability Sadness Trouble sleeping Physically tired Low motivation and energy Muscle tension, headaches Procrastination Indecisiveness Decreased social activity Lowered resilience to daily stressors Reactive to others Some impulse control difficulties Problem solving, focus and memory changeable	Impaired social and emotional functioning Uncontrolled anxiety, anger, Pervasive sadness, hopelessness Disturbed sleep Physical fatigue, low pain threshold, aches and pains Impaired problem solving, unable to focus, memory disruption Decreased work performance No enjoyment from work or hobbies Social avoidance or withdrawal Impulsive Reactive or disinhibited Using alcohol to cope Self aware limited when distressed	Social and emotion dysfunction. Unable to function.     Excessive anxiety, depressed mood     Thoughts of self-harm or of harming others     Blunt, numb or highly reactive moods     Unable to fall or stay asleep     Exhaustion, physical illness     Unable to perform duties, absenteeism     Impaired cognitive functioning     Social solation, avoiding others     Abuse of alcohol     Limited self awareness or insight

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## **Member Benefits**

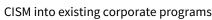






#### Supports Existing Mental Health Programs

Peers become champions, advocates, and support navigators to link those in need to additional support offered by individual organizations such as EAP. CISM fills the gap on the mental health support continuum. "CISM for Leaders" orientation is available to bridge CISM into existing corporate programs.



**Protect Our Greatest Asset: People** 



CISM programs provide structured support to reduce long-term psychological effects of traumatic incidents.



#### Program Managed by Mutual Aid with **Ongoing Support from ACIPN**

Sharing responsibility across the mutual aid group ensures the program's long-term viability. Protocols are developed and managed jointly with ACIPN, ensuring cost efficiencies and relevance.



#### Mutual Aid Value-Add Service

A new service as part of existing mutual aid fees. Running the program through mutual aid allows for shared costs, personnel, and expertise, making it more cost-effective and accessible to all members.



#### **Cost Effective**

Through mutual aid, initial training costs are shared. Membership in ACIPN is free, and additional services can be added if desired.



#### Internal Compliance with ERP

Numerous industries prioritize mental health in their ERPs to effectively address the psychological impacts of emergencies. CISM programs build resilient workforces and help manage stress and recovery from critical incidents, ensuring compliance with internal requirements.





#### **Organizational Neutrality**

Using CISM in a mutual aid group promotes neutrality, provides external support, reduces internal pressures, protects confidentiality, and aligns with the peer-to-peer model, which is an international gold standard.