CRITICAL INCIDENT STRESS MANAGEMENT TEAM

**DESCRIPTION**
The Critical Incident Stress Management (CISM) Team is responsible for mitigating severe stress and enhancing psychological resilience among emergency responders. Jurisdictions may also refer to this team as a Peer Support Team or First Responder Stress Support Team (FRSST).

**RESOURCE CATEGORY**
Incident Management

**RESOURCE KIND**
Team

**OVERALL FUNCTION**
The CISM Team:
1. Assesses and prioritizes the behavioral health needs of first responders to an event
2. Provides peer-led, mental health-informed interventions to mitigate common stress responses and facilitate return to work. Interventions include:
   a. Individual psychological first aid or crisis intervention
   b. Education regarding normal stress responses and coping strategies for psychological resilience through informational groups such as Rest Information and Transition Services for first responders and Crisis Management Briefings for those with supportive functions and civilians
   c. Group interventions to discuss responder experiences and elicit social support, including interactive group processes such as defusing, Critical Incident Stress Debriefing (CISD), and Psychological First Aid (PFA)
3. Provides referrals to community resources for follow-up or to address the need for higher levels of care

**COMPOSITION AND ORDERING SPECIFICATIONS**
1. Discuss logistics for deploying this team, such as security, lodging, transportation, and meals, prior to deployment
2. This team typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days
3. This team can serve an average of 5 to 7 first responders per session
4. Requestor orders additional teams of 1 Behavioral Health Specialist and 2 peer support personnel to serve larger numbers of responders
5. Requestor specifies responders’ disciplines to ensure peer support personnel reflect the population they serve
6. Requestor works with team leader to identify need for additional medical specialists such as psychiatrists or psychologists and orders those specialists separately

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

<table>
<thead>
<tr>
<th>COMPONENT</th>
<th>SINGLE TYPE</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CAPABILITY PER TEAM CAPACITY</strong></td>
<td>This team can serve 5 to 7 responders per session</td>
<td>This team serves responders in multiple groups, across multiple sessions, or in one-to-one sessions.</td>
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<tr>
<td><strong>EQUIPMENT PER TEAM COMMUNICATIONS</strong></td>
<td>Appropriate team communications equipment, such as two-way radios, cell phones, or a satellite phone</td>
<td>Not Specified</td>
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| **EQUIPMENT PER TEAM MEMBER INFORMATION**
  | 1. Laptop computer
  | 2. Screening and referral forms
  | 3. Psychological educational handouts on resilience
  | 4. Handouts on local resources available, if possible | Requestor provides additional expendable commodities for responder comfort as necessary, such as tissues and water. |
| **EQUIPMENT PER TEAM MEMBER PERSONAL PROTECTIVE EQUIPMENT** | PPE is mission specific and may include:
  | 1. Protective clothing
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<tr>
<td>PERSONNEL PER TEAM MANAGEMENT</td>
<td>1 - National Incident Management System (NIMS) Type 1 Behavioral Health Team</td>
<td>Not Specified</td>
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<tr>
<td>AND OVERSIGHT</td>
<td>Leader</td>
<td></td>
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<tr>
<td>PERSONNEL PER TEAM MINIMUM</td>
<td>4</td>
<td>Not Specified</td>
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| PERSONNEL PER TEAM SUPPORT      | 1 - NIMS Type 1 Behavioral Health Specialist                                  | 1. The peer support personnel is not a NIMS typed position.  
2. Peer support personnel are certified first responders with specialized training as peer support personnel and experience providing peer counseling.  
3. Peer support personnel are reflective of the population they serve. |
|                                 | 2 - Peer support personnel                                                  |                                                                                                                                                                                                     |
NOTES
Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES
1. FEMA, NIMS 509-12: Behavioral Health Team Leader
2. FEMA, NIMS 509-12: Behavioral Health Specialist