



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	<p>The CISM Team:</p> <ol style="list-style-type: none"> 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: <ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1. Discuss logistics for deploying this team, such as working conditions, length of deployment, security, lodging, transportation, and meals, prior to deployment 2. This team can serve an average of 5 to 7 first responders per session 3. Requestor orders additional teams of 1 Behavioral Health Specialist and 2 peer support personnel to serve larger numbers of responders 4. Requestor specifies responders' disciplines to ensure peer support personnel reflect the population they serve 5. 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.

COMPONENT	SINGLE TYPE	NOTES
MINIMUM PERSONNEL PER TEAM	4	Not Specified
MANAGEMENT AND OVERSIGHT PERSONNEL PER TEAM	1 - National Incident Management System (NIMS) Type 1 Behavioral Health Team Leader	Not Specified
SUPPORT PERSONNEL PER TEAM	1 - NIMS Type 1 Behavioral Health Specialist 2 - Peer support personnel	<ol style="list-style-type: none"> 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.
CAPACITY CAPABILITY PER TEAM	This team can serve 5 to 7 responders per session	This team serves responders in multiple groups, across multiple sessions, or in one-to-one sessions.



Resource Typing Definition for Public Health, Healthcare, and Emergency Medical Services
Incident Management

COMPONENT	SINGLE TYPE	NOTES
INFORMATION EQUIPMENT PER TEAM MEMBER	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.
PERSONAL PROTECTIVE EQUIPMENT (PPE) PER TEAM MEMBER	PPE is mission specific and may include: 1. Protective clothing 2. Gloves	The following regulation addresses PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment.
COMMUNICATIONS EQUIPMENT PER TEAM	Appropriate team communications equipment, such as two-way radios, cell phones, or a satellite phone	Not Specified



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
3. FEMA, National Incident Management System (NIMS), October 2017
4. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment, latest edition adopted