

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"> Assesses and prioritizes the behavioral health needs of first responders to an event 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"> Individual psychological first aid or crisis intervention 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 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) 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"> Discuss logistics for deploying this team, such as security, lodging, transportation, and meals, prior to deployment This team typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days This team can serve an average of 5 to 7 first responders per session Requestor orders additional teams of 1 Behavioral Health Specialist and 2 peer support personnel to serve larger numbers of responders Requestor specifies responders' disciplines to ensure peer support personnel reflect the population they serve Requestor works with team leader to identify need for additional medical specialists such as psychiatrists or psychologists and orders those specialists separately

RESOURCE TYPES			TYPE 1	NO TYPE 2	NO TYPE 3	NO TYPE 4
COMPONENT	METRIC/ MEASURE	CAPABILITY				
Personnel	Per Team	Management and Oversight	1 - National Incident Management System (NIMS) Type 1 Behavioral Health Team Leader	Not Applicable	Not Applicable	Not Applicable
NOTES: Not Specified						
Equipment	Per Team Member	Personal Protective Equipment	PPE is mission specific and may include: <ol style="list-style-type: none"> Protective clothing Gloves 	Not Applicable	Not Applicable	Not Applicable
NOTES: The following regulation addresses PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment.						

RESOURCE TYPES			TYPE 1	NO TYPE 2	NO TYPE 3	NO TYPE 4
COMPONENT	METRIC/ MEASURE	CAPABILITY				
Equipment	Per Team	Communications	Appropriate team communications equipment, such as two-way radios, cell phones, or a satellite phone	Not Applicable	Not Applicable	Not Applicable
			NOTES: Not Specified			
Personnel	Per Team	Minimum	4	Not Applicable	Not Applicable	Not Applicable
			NOTES: Not Specified			
Personnel	Per Team	Support	1 - NIMS Type 1 Behavioral Health Specialist 2 - Peer support personnel	Not Applicable	Not Applicable	Not Applicable
			NOTES: 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.			
Capability	Per Team	Capacity	This team can serve 5 to 7 responders per session	Not Applicable	Not Applicable	Not Applicable
			NOTES: This team serves responders in multiple groups, across multiple sessions, or in one-to-one sessions.			
Equipment	Per Team Member	Information Equipment	1. Laptop computer 2. Screening and referral forms 3. Psychological educational handouts on resilience 4. Handouts on local resources available, if possible	Not Applicable	Not Applicable	Not Applicable
			NOTES: Requestor provides additional expendable commodities for responder comfort as necessary, such as tissues and water.			



REFERENCES

1. FEMA, NIMS 509-12: Behavioral Health Team Leader
2. FEMA, NIMS 509-12: Behavioral Health Specialist
3. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment, latest edition adopted

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

INTERIM GUIDANCE

Superseded