



CISM Network Ireland

Development and Evolution

Section 1:

Historical background

Lt Col Ollie Barbour
Director, Personnel Support Services

In the beginning...

- Group of public service sector individuals
- Common interest in developing a co-ordinated approach to CISM in Ireland
- The Head Medical Social Workers Group of the Dublin A & E Hospitals convened a meeting of those trained in CISM
- Genesis: Dec 1996 (Beaumont Hospital)
- >300 from range of services and settings
- Ad-hoc steering committee appointed

Formation

- **Inaugural meeting 25 Nov 1997:**
 - Large number organisations/agencies attended
 - Agreed to the implementation of a National Network
 - Steering Committee mandated to continue the work
 - 7 additional individuals nominated by the meeting

Role

- The primary role of the Network:

"To support and facilitate the introduction of CISM throughout the hospital and emergency services and the public service generally"


Aims and Objectives

- To avoid duplication of effort (and waste of scarce resources)
- To enable the development of a common approach to CISM policy and practice
- To make information available on CISM
- To source and support CISM training
- To work toward the development/ implementation of protocols for inter-agency co-operation
 - including formation of a pool of commonly trained CISM personnel -> to act as a nucleus for response to major emergencies



Steering Committee 2000/ 2001

- Oliver Barbour
- Gordon Barrett
- Raymond Bonar
- Jim Brady
- Mark Branagan
- Pdraig Callaghan
- Celine Deane
- Paddy Duffy
- Michael Fitzsimons
- Mary Heffernan
- Sean Hogan
- Mary Kennedy
- Geoff Livingstone
- Tom McKenna
- Erna O'Connor
- Claire O'Donoghue
- Aideen Williamson
- Mary Wilson




Membership

- Initially -> no formal constitution or membership of the Network
- Those active represented:
 - Ambulance service
 - Fire service
 - A & E Hospitals
 - Defence Forces
 - Civil Defence
 - Irish Marine Emergency
 - Social Workers
 - Mental Health professionals




The Wilson Commission, 1999

- **Dec 1999:** brought to Government
- **Oct 2001:** Dept Health and Children (DHC) made contact with the National Network
- **20 Nov 2001:** Network members liaised with DHC representatives
- **29 Nov 2001:** Draft on potential involvement of UCD – Dr Ann Lavan
- **5 Dec 2001:** Meeting with Dr Ann Lavan




The Wilson Commission cont'd

- Established as part of the reconciliation process resulting from the NI Peace Initiative
- Nov 99: The Wilson Commission "Report of Victims Commission - A Place and A Name" was published
- *Para 4.4.5* recommended that a study/review be undertaken of the current state of development of programmes for dealing with stress and emotionally traumatic incidents amongst emergency personnel



A Review of CISM in the Emergency Services in Ireland'

- Conducted by Dr Ann Lavan & Elaine Mc Manamly
- Report included:
 - Review of CISM
 - Profile of Emergency Services in Ireland
 - Data on current approach, training, awareness and information
 - Conclusion & Recommendations
- Report published -> **Nov 03**




Key Recommendations

- A policy on approaches to dealing with Critical Incidents should be in place in all emergency service organisations and agencies
- CISM policy should be an integral part of HR management
- CISM programmes should include detailed planning on procedures for responding in the event of a CI
- A National CISM Centre should be developed



Recommendations cont'd

- A system for the monitoring and evaluation of CISM programmes and interventions should be introduced
- The provision of support to families of personnel affected by critical incidents should be formalised and clear procedures developed
- Promote an awareness of CISM and CISM procedures amongst the general public
- Need for further research



Section 2:


The current context

Ms. Brigitta O'Doherty
Chairperson, CISM Network Ireland



Progress since last year's conference at NUIM

- Establishment of National Steering Committee
- Development of a Strategic Plan
- New CISM Booklet/guide
- Development of CISM website
- CISM Research and Education Unit at NUI Maynooth
- Where to next?




Membership of the CISM Network Ireland Steering Committee

- Air Accident Investigation Unit
- Ambulance CISM Committee
- Civil Defence
- Defence Forces/Department of Defence
- Dublin Fire Brigade
- HSE including Mental Health and Emergency Planning Office
- Irish Coast Guard
- Irish Aviation Authority



CISM Network Ireland Steering Committee cont'd

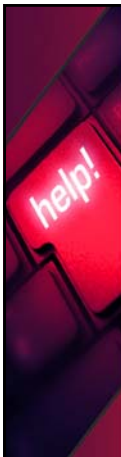
- National Ambulance Service
- Northern Ireland Fire and Rescue Services
- NUI Maynooth
- Order of Malta
- Pre Hospital Emergency Care Council
- PSNI
- Red Cross
- Search and Rescue Dogs



Strategic Plan: Objectives


Develop a National CISM Office/Centre to facilitate the following:

- To promote awareness of, education in, and research on, CISM in Ireland
- To make information on the subject available
- To provide a forum for co-ordinating activities and to support the work of those individuals and organisations who are working in CISM
- To monitor and appraise international practice in CISM
- To develop capacity for CISM, including education and training

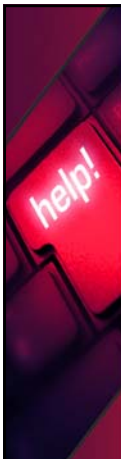


CISM Booklet

- “Critical Incident Stress Management for Emergency Personnel” - to be launched by Minister Moloney today
- Booklet commissioned by the *National Ambulance CISM Committee* in collaboration with *NUI Maynooth*, *CISM Network Ireland* and the *Pre-Hospital Emergency Care Council*
- Extensive revisions and adaptations to US version of booklet – undertaken by the CISM research team, Dept of Psychology, NUI Maynooth (led by Sharon Gallagher, Senior Researcher)

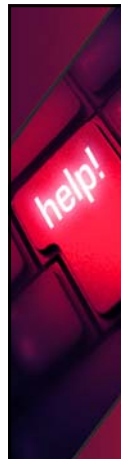


- Encompasses topics such as nature of stress, sources of stress, signs of stress, stress survival skills and stress control
- Provides useful tips on relaxation, deep breathing and positive mental attitude
- Booklets go on sale at 1.30pm
 - special conference price of €5 (max 4)
 - orders taken at conference price today only (max of 200); all other orders will be charged at price of next shipping (tbc)

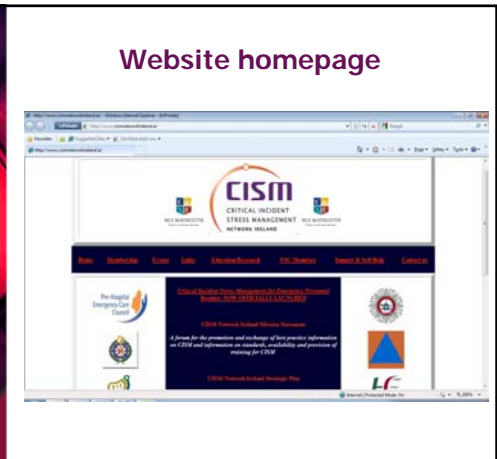



CISM Website

- Useful resource - being launched today (brief demo at 1.45pm)
- Website address: www.cismnetworkireland.ie
- ‘Open’ at present, but will have password protected sections for members
- Includes sections on upcoming events, support and self-help and booklet pages
- Website still being refined – more to come!



Website homepage

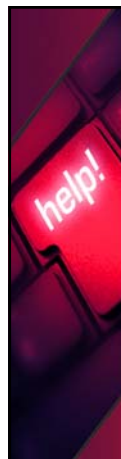



Section 3:

The role of NUI Maynooth: Promoting CISM Research and Education in Ireland and beyond

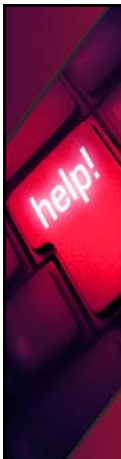
Dr Sinead McGilloway,
Director, *Mental Health and Social Research Unit*
Sharon Gallagher, Principal Researcher

Department of Psychology
NUI Maynooth




Development of CISM research/education programme at NUIM

- Started **2002** -> MLitt (PT) conducted by Sharon Gallagher - Critical Incident Stress amongst EMTs and EMCs in the National Ambulance Service (NAS) (supported by PHECC) – completed **2005**
- Initiated relationship with the NAS CISM Committee (PHECC representation through Sharon Gallagher)
- In **2007**: commissioned a full three-year programme of research (and associated activities) at NUIM with funding secured from PHECC (and HSPNF)
- **2010**: further one-year funding secured from PHECC
- **2010**: New sub-study -> Mairead Bracken



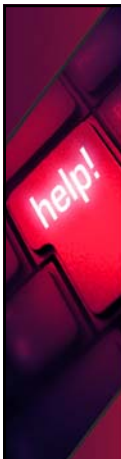
Aims of the CISM programme

- To design, undertake and disseminate high quality research -> develop an evidence base for the Irish NAS and the Dublin Fire Brigade
- Other associated activities:
 - administration and networking (CISM Network Ireland)
 - other activities related to provision/support of CISM education/training
- Inform policy and practice in the area of health promotion for ambulance and fire service personnel



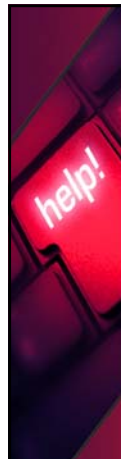
Objectives

- To support the NAS CISM Committee in achieving its strategic goals and objectives
- To collate and analyse national data on the use of Peer Support Worker (PSW) service
- Assess the PSW service
- To explore, promote and disseminate information on coping strategies (CISM booklet)
- To identify how best to support management staff re CISM in the NAS
- To assess the overall QoL and health and well being of retired emergency services personnel




Some key activities

- Completing series of sub-studies -> publication (2007-2011)
- Preparing the National Ambulance Stress Survey for print/launch (2008)
- Representing NAS on HSE Stress and Trauma Working Group (2009)
- Lead role in:
 - organising two national conferences (2009/2010)
 - adapting and revising CISM booklet (2009/10)
 - supporting *CISM Network Ireland* (2009/10)
- Organising series of awareness raising and knowledge transfer activities (CISM workshops/meetings/seminars) (2009/10)



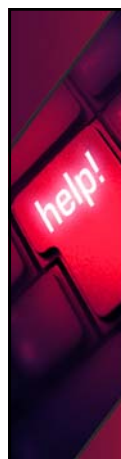
Building National and International links

- Ireland: NAS, DFB, Defence Forces and Department of Defence
- Other members of CISM Network Ireland NSC
- Professor Jeff Mitchell – UMBC
- University of Darmstadt (Vogt et al.)
- Other UK links




Benefits of the CISM programme at NUIM

- Only academic institution on the island involved in, and leading, the field
- Growing evidence base in CISM -> policy and practice
- Contributed significantly to growing importance and 'presence' of CISM in Irish context - close collaboration with *CISM Network Ireland*
- Supporting, promoting and advancing CISM -> 'best' practice model in Ireland



Specific benefits for NAS: Toward a model of good practice

- Up-to-date databases, website, policies and procedures to fulfil functions of the NAS CISM Committee
- Stress awareness training and support procedures and policies for ambulance personnel
- Policies on health promotion




Our role in the Network

- Very positive response to NUIM conference (2009) -> idea for re-launching the Network
- Initial and ongoing informal discussions between key players:
 - the Defence Forces (Ollie Barbour)
 - NAS CISM Committee (Paddy Duffy and Brian Glanville)
 - NUI Maynooth (Sharon Gallagher and Sinead McGilloway)
 - Department of Defence (Brigitta O'Doherty)
- Set up of CISM Network Ireland fledgling NSC (Jan 2010) – currently 18 member organisations and agencies



CISM Research and Education Unit at NUIM

- Lavan & McManamly report -> policy developments -> Network Strategic Plan -> requirement to develop National CISM Office/Centre
- Dept of Psychology to serve as hub/anchor for the Network by means of a National CISM Unit
- **Dual role** – (1) undertake activities related to research and education/training (independent)
(2) work closely with, and facilitate and support, the Network in achieving its strategic objectives




Specific Network-related activities

- Day-to-day running of Network
- Organising, hosting and attending Network meetings
- Developing and drafting Network documents and policies
- Designing, developing and maintaining Network website
- Co-ordinating Network activities
- Organising large- and small-scale Network events
- Sharing the learning and good practice generated by Network
- Liaising with NSC members, responding to queries etc.
- Setting up and maintaining Network records




The future

- Complete current programme of research
- To seek and secure appropriate sources of funding (national and international) for further research
- Work with the Network to secure funding for Network-related activities -> longer term sustainability
- Continue to support and 'grow' the Network via the CISM Unit
- Explore formal collaborative links with the US:
 - Department of Emergency Health Services } University of Maryland
 - Resiliency Sciences Institute International } Baltimore County
- Explore opportunities for the provision of structured education and training at NUIM in collaboration with all interested parties



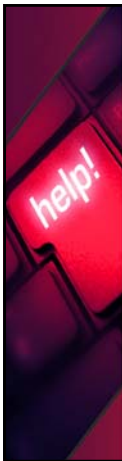
CONCLUSION

Ms. Brigitta O'Doherty
 Chairperson, CISM Network Ireland



Where to next?

- Propose steering committee stay in place
- Further develop constitution document and rules document
- AGM to be held in Oct 2011
- Events to be hosted by Network – workshop on inter-agency CISM practices early 2011
- Welcome volunteers for sub groups on various issues
- Continue to support the NUIM CISM Unit in its Network-related activities



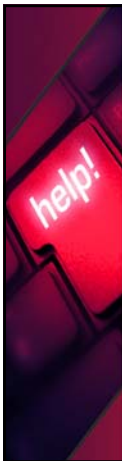
Membership

- Membership forms now available (outside)
- Different categories of membership:
 - Organisation
 - Associate Corporate,
 - Individual and Student
- Benefits of membership include:
 - access to support database in the event of an emergency
 - access to best practice guidelines on CISM
 - reduced attendance fees at CISM Network events



Housekeeping

- Feedback Form critical to advise Steering Committee of the needs of members
- Questions to be submitted for Panel Discussion – please hand in at desks outside
- Photos



Thank you for your support!

www.cismnetworkireland.ie