

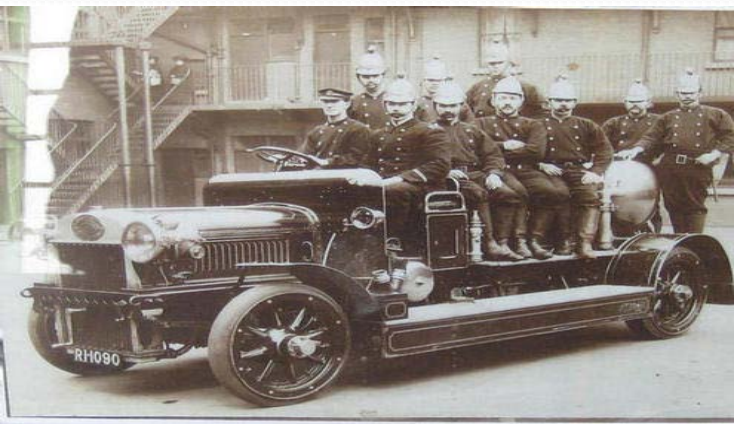
CISM

An Internal Model



Dublin Fire Brigade

- Emergency Service
- 12 Stations
- 2 Retained Stations
- 900 members
- Formed in 1862
- Ambulance since 1898



Mark Brannigan R.I.P.



- Formed CISM in 1999
- First formal training under Jeffrey Mitchell 2001
- New teams 2006, 2013
- ICISF accredited training



Integrated Service Skill sheet

- Firefighting
- Paramedic
- Swiftwater Rescue Technician (S.R.T.)
- Highline Rescue
- Marine Emergency Rescue (M.E.R.)
- Hazmat/ Decontamination
- Incident Command
- Eastern Regional Control Centre (ERCC)
- Fire Prevention Unit



Language/ Culture

- **B.A.**

Time of whistle.....Guidelines.....Entry Procedures

D.S.U.'s

Ladder make-down

Well.....Stand From Under.....Rounds/Strings

S.R.T.

Z- rigs..... P.F.D..... Throw-bags.....15 absolutes

Paramedic

L.O.C.,.....Glucometer.....Defib.....Epinephrine 1:1000



DFB SUPPORT FRAMEWORK

STEP 3 TRAUMA COUNSELLING

Trauma Counselling
DCC staff support
Referral to higher care
Occupational health

STEP 2 PEER SUPPORT

PEER SUPPORT WORKER

One to One talks
Group interventions
Advice Support Line
Follow Ups
Defusings/ Debriefings

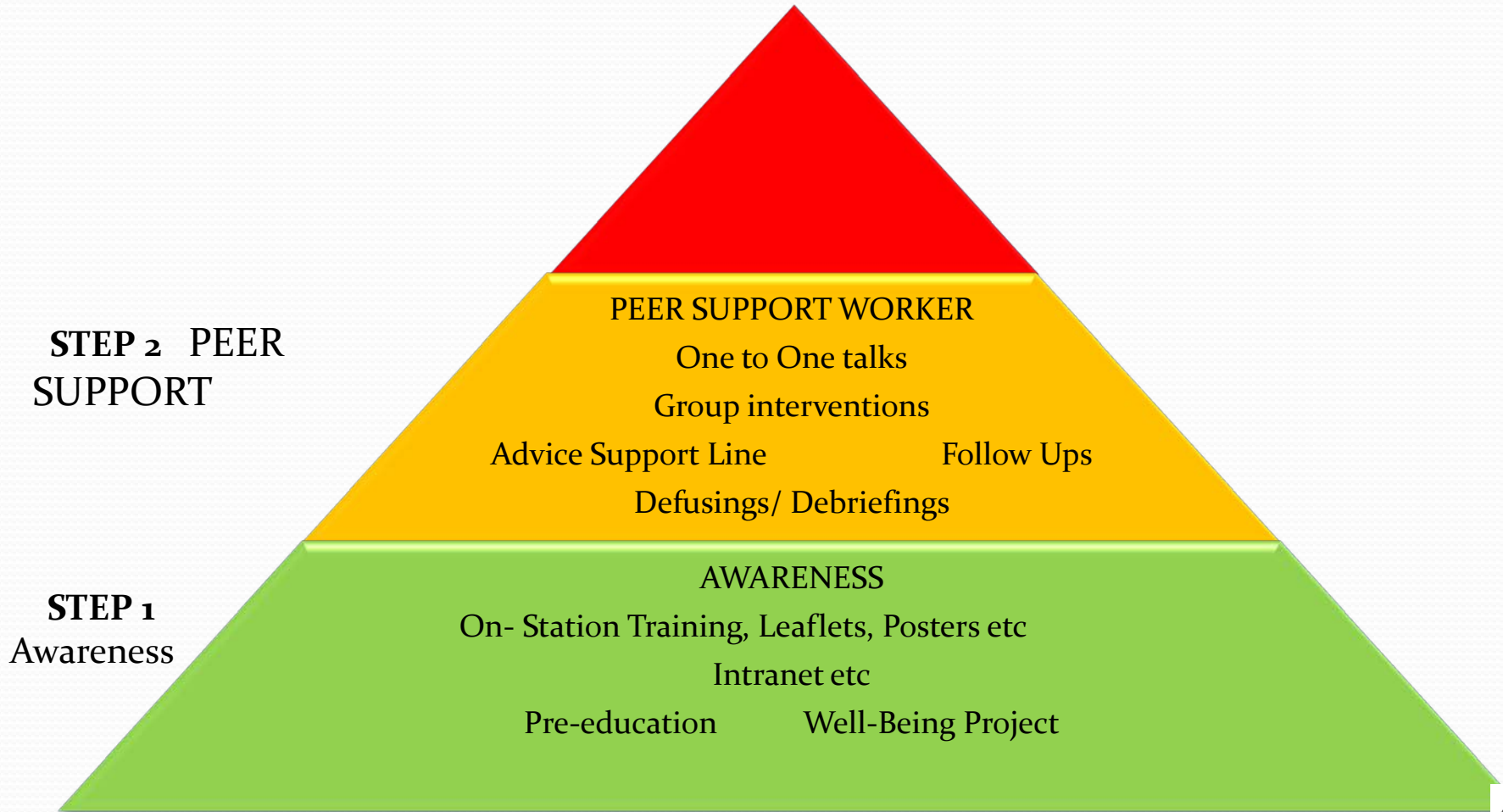
STEP 1 Awareness

AWARENESS

On- Station Training, Leaflets, Posters etc
Intranet etc
Pre-education



DFB Internal Model



Teamwork



CISM Team Selection Process



- Experience 5+ years,
- Trusted Members,
- ‘Go to’ People,
- Involved with Voluntary Groups,
- Qualities: Trust, Approachability, Good Listening Skills,



CISM Team Resources

- CISM team of 15 members
- CISM Co-Ordinator, CISM Clinical Director
- Spread across 4 Watches, 5 Districts, 12 Stations
- All Station Officers trained in CISM/ Defusing (80)
- Managerial Support
 - A.C.F.O. Human Resources Dept.
 - T.O. Human Resources Dept.



CISM Response



- Pre-Education
Awareness, Access
On-Station, Recruits,
Officer Training, ERCC,
Family Training
- Defusing
- Debriefing
- One to One Intervention
- Boundaries/Referrals



Critical Incidents

- Line of Duty death
- Serious line of duty Injury
- Suicide of a colleague
- Death of a child
- Extreme personal threat to personnel
- Multiple Casualty Incidents
- Death in a Fire
- *Unsuccessful Rescue Attempts*
- *Chemical Incidents/ Hazmat*
- *Knowing the Victims personally*
- *Excessive Media Coverage*
- *Any stressful Event*

Continuous Professional Development



- Attendance at ‘Excellent’ Seminars
- Managerial support for Psychotherapy/Psychology courses
- 2 Days training each year
- On-Station Awareness Training
- Train the Trainer (Safetalk)
- Team Maintenance and Evaluation



Advantages

Vs. Disadvantages

- It Works !
- Homogeneous Groups
- Same Language
- 24/7 Service
- Similar Experiences
- System of Interventions
- Managerial Buy-In/Support



Mitchell's Primary Elements of a successful CISM Programme

1. Scope & Limitations
2. Strategic Approach
3. Package of Tactics, Procedures and Interventions
4. Appropriate Staffing
5. Trained Team members
6. Principles and Application Models
7. Effective Leadership
8. Organisational Endorsement
9. Clear Policies & Procedures
10. Flexibility & Innovation
11. Emergency Call Out
12. Mutual Aid Arrangements
13. Follow-Up & Referrals
14. Team Maintenance
15. Evaluation

Jeffrey T. Mitchell: (2004)
International journal of Emergency
Mental Health,
Vol 6 (4) 175-184



Many Thanks
Adrian O'Grady

