

APPENDIX 31

CRITICAL INCIDENT STRESS DEBRIEFING (CISD)

The preface of this Emergency Manual outlines the absolute requirement for an effective action plan to deal with a sudden disaster, major emergency or extraordinary accident. By both design and necessity, any plan requires the services of human beings to fulfill its requirements. While real people are expected to carry out the mandate of this Manual, the RNC recognizes the strain and stress such an assignment places on the attendees. As such, the purpose of this Appendix is to provide personnel with the procedure pertaining to utilization of the Critical Incident Stress Debriefing (CISD) Team.

The Royal Newfoundland Constabulary, in cooperation with the Critical Incident Stress Management Network, has available a trained group of professionals to provide CISD to department employees in need of such assistance. Members serving on the "Peer Support Team" will be available to assist members /staff involved in critical incidents, or persons in need of such assistance as the result of a stressful incident. Department employees utilizing such services will have the option of asking for the same services for a spouse or immediate family member when the situation creates a traumatic impact on such family members.

CISD is a closed confidential discussion of a critical incident relating to the feelings and perceptions of those directly involved prior to, during, and after a stressful event. These debriefings are intended to provide support, education, and an outlet for views and feelings associated with the event.

CISD is initiated by the RNC Member Assistance Coordinator who will be notified by Officer in Charge of Personnel Deployment at the beginning of any emergency incident and will be conducted in accordance with RNC Policy and Procedure.

CISD Debriefings are:

- ▶ mandatory for all individuals involved in an incident;
- ▶ multi agency if appropriate;
- ▶ strictly confidential;
- ▶ not open for individuals not involved in an incident;
- ▶ not counselling, nor an operational critique of the incident.