

CISM Team Construction and Maintenance

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Setting up and Running a CISM Team

- It takes dedication and some work
- It is worth the effort
- Helping even one person to change their life makes your life worthwhile

CISM team structure

- All Teams have leaders: Clinical Director, team coordinator(s), and Team liaison / Administrator
- Most teams are voluntary, non-paid
- Many team are multi-agency or multi-jurisdictional

CISM Team Members

- Peer Support personnel
- Mental Health Professionals
- Chaplains / clergy

What is a MHP?

- Masters or Ph.D.
- Psychology, social work, Psych nursing, pastoral counseling, etc.
- All members **must** be trained in CISM

Peer Support Personnel

- peer support personnel are drawn from all the organizations who can use them
- No one should be pressured to serve
- Should play active roles on teams

PEER RESPONSIBILITIES

- INITIATE CONTACTS
- ASSESS (5 T'S)
- INFORM COORDINATORS AS TO NEEDS
- PROVIDE DEFUSING (GUIDANCE FROM MHP)
- ACTIVE ROLES IN CISD
- SUPPORT INDIVIDUALS
- PROVIDE FOLLOW-UP/ REPORT IN/ FOLLOW INSTRUCTIONS

CRITERIA FOR PEERS

- EXPERIENCE IN THE SERVICES
- MATURE / HAS RESPECT OF PEERS
- HIGH LEVEL OF CONFIDENTIALITY
- TEAM PLAYER
- KNOWS THEIR LIMITS
- PROPERLY TRAINED
- GOOD PEOPLE SKILLS

CISM ELEMENTS

- SENSIBLE STAFF SUPPORT WITH PROPER TRAINING
- READY TEAM
- ADMINISTRATIVE ENDORSEMENT
- SIGNIFICANT OTHER SUPPORT / FAMILY LIFE PROGRAMS
- SOP'S
- SYSTEMATIC APPROACH

CISM ELEMENTS

- PRAGMATIC APPROACH
- FLEXIBILITY AND ADAPTABILITY
- MUTUAL AID
- REFERRAL SYSTEM
- A WIDE RANGE OF CISM INTERVENTIONS

ESTABLISHING A CISM TEAM

- ESTABLISH NEED
- ADMINISTRATIVE APPROVAL
- RECRUIT PEER / MENTAL HEALTH SUPPORT
- REVIEW EXISTING PEER SUPPORT PROGRAMS

ESTABLISHING A CISM TEAM

- SET UP A STEERING COMMITTEE TO GUIDE THE DEVELOPMENT OF THE TEAM
- DECIDE ON A LEAD AGENCY / ORG
- DEVELOP THE TEAM STRUCTURE
- SOLICIT APPLICATIONS FROM POTENTIAL TEAM MEMBERS
- SCHEDULE THE TRAINING

ESTABLISHING A CISM TEAM

- TRAIN
- SELECT TEAM MEMBERS
- ESTABLISH EFFECTIVE LEADERSHIP
- WRITTEN PROTOCOLS
- ADVERTISE THE TEAM
- MAINTAIN OPERATIONS
- EVALUATE TEAM PERFORMANCE
- PUBLISH ARTICLES AND RESEARCH FINDINGS.

TRAINING REQUIREMENTS

- MINIMUM : ASSISTING INDIVIDUALS IN CRISIS AND GROUP CRISIS SUPPORT
- PROFICIENCY: ADVANCED INDIVIDUAL AND ADVANCED GROUP
- HIGHLY SKILLED: SUICIDE PIR AND STRATEGIC RESPONSE TO CRISIS

Things to remember

- Comprehensive CISM
- Focus on primary targets, but be ready to help other organizations on a case by case basis
- Do not have policies that suggest you help everyone. Likewise, do not have policies that suggest you help no one outside of your primary target groups.

Major pitfalls

- Providing services, beyond limited emergency conditions, to people you are too emotionally close to
- Providing CISM services on incidents in which you played a significant role
- Providing CISM services when you have direct command or supervisory responsibilities

Reducing the risk of legal action

- Risks are: inadequate training and violations of standard CISM practices and procedures

Protecting the team from legal Action

- Proper training
- Adherence to standards of practice
- Know the laws that apply to you
- Respect the right of individuals to refuse help
- Don't turn a CISD into a therapy session

Protecting the team from legal action

- Informed consent
- Reasonable and prudent guidance
- Report to clinical director any suicidal indications and threats to others
- maintain confidentiality

Protecting the team from legal action

- Do not take notes or make recordings
- MHP must follow the ethical code of their profession

Keeping the team going

- Education, education, education
- Cross familiarization
- Regular team meeting: a) intervention review, b) Team business, c) education
- Branch out where possible
- Post Action Staff Support
- Disciplinary action if necessary.

