



Health PEI
OCCUPATIONAL HEALTH,
SAFETY, & WELLNESS



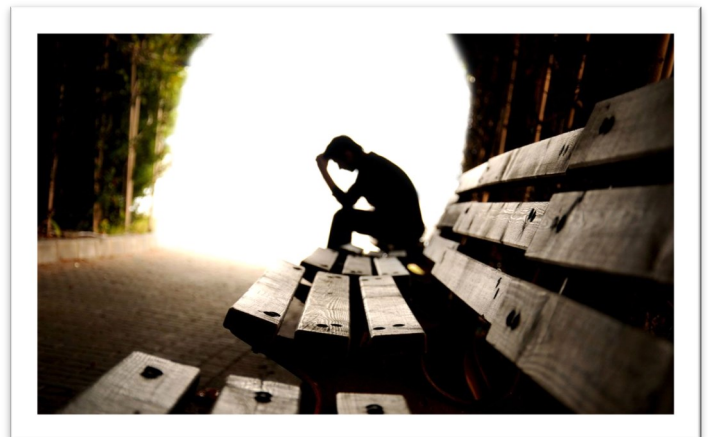
SAFETY TALK

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

Critical Incident Stress Management (CISM) is the organized response to a *Critical Incident*—an event that is traumatic or unusually challenging and has the potential to overwhelm an individual or group's normal coping mechanisms. CISM isn't therapy; it helps people or teams navigate the normal and appropriate reactions they have to upsetting or disturbing events. Some group interventions include Crisis Briefings, Diffusings and Debriefs, while individuals are offered scheduled check-ins or drop in sessions.

More than Debriefings

People often use the term “debriefing” to describe the supports provided through CISM. In reality, only a small percentage of the interventions delivered by the CISM team are group debriefing sessions. The Occupational Health, Safety & Wellness (OHS&W) team has **ICISF-Trained Interventionists** who will recommend a customized support plan during, after and in the weeks following a critical incident. In order to ensure the psychological and emotional safety of participants, interventionists screen the attendees to make sure the type of intervention planned is the right fit for everyone.



Who Can Access This Support?

The CISM supports offered by the OHS&W team are intended for Health PEI employees only, for events that occurred at work or in the course of their employment. For non-occupational events or other individuals in crisis, support is available through Mental Health and Addictions.

How to Get Connected

Support for teams is organized by **managers** through the pathways found in the **Critical Incident Support Policy**. Any **employee** seeking support can be connected with the CISM team through the Ask HR Help desk by calling 1-800-372-3529 or emailing askhr@ihis.org.

Safety is everyone's responsibility!

DATE: _____
FACILITY: _____

SAFETY TALK LEAD BY: _____
DEPARTMENT: _____

DISCUSSION QUESTIONS:

WHAT ARE SOME EVENTS THAT MIGHT HAPPEN IN OUR WORKPLACE WHERE CISM WOULD BE HELPFUL?

HOW CAN WE SUPPORT A COWORKER WHO HAS EXPERIENCED SOMETHING TRAUMATIC AT WORK?

EMPLOYEE CONCERNS & IDEAS FOR IMPROVEMENT:

EMPLOYEES PRESENT:

FOLLOW UP ON CONCERNS:

If you have any feedback on the Safety Talks program or a suggestion for a Safety Talk, please contact a member of the Wellness & Safety Team or email healthpeihr@ihis.org.

Safety Talks can be found on the Staff Resource Centre at: <https://src.healthpei.ca/safety-talks>