

Critical Incident Stress Management A Contribution to a Healthy Workplace



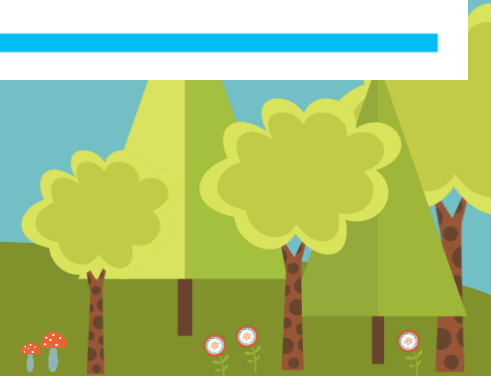
President's Excellence Awards

Celebrating Outstanding Achievements



Table 1 | Suicide Rates for Occupations Providing Services to the Public

Occupation	US Rate (Year)
Physician [a]	300-400 per year (2015-16)
Educator [b]	63 per year (2011)
Police officer [c]	108 per year (2016)
Firefighter [d]	89 per year (2016)
Military officer: [e]	
• Combat: Infantry (closed to women)	37.2/100,000 (2004-9)
• Combat: Infantry, engineer, never deployed (closed to women)	41.2/100,000 (2004-9)
• Combat service support: Medical	18.5/100,000 (2004-9)
Nurses	????





The National Institute of Mental Health reports

- “PTSD is an occupational hazard for nursing”
- As many as 25 percent of critical care nurses
33 percent of ED nurses have screened
positive for symptoms of PTSD



Definitions:

- **C** Critical
- **I** Incident
- **S** Stress
- **M** Management
- **C** Comprehensive
- **I** Integrated
- **S** Systematic
- **M** Multi-tactic



CISM

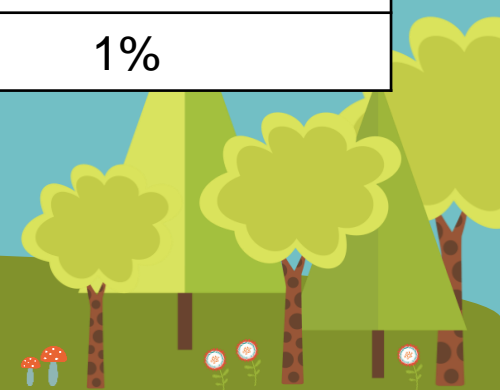


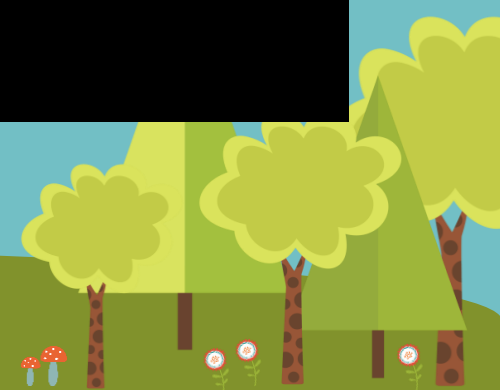
- Jeffrey T. Mitchell, PhD, CCISM is a clinical professor of Emergency Health Services at the University of Maryland in Baltimore and the President Emeritus of the International Critical Incident Stress Foundation.



A Comparison:

No CISM vs. CISM	San Diego (1978)	Cerritos (1986)
Interventions	Sporadic 1 on 1	12 CISD
		Demobilization
		Hotline
		Follow-up
Loss of Police Personnel	5 in 1 st Year	None
Loss of Fire Personnel	5 in 1 st Year	None
Loss of Paramedics	15 in 1 st Year	1
Increase in MH Services	31%	1%





Stress



- Eustress
- Distress



Cumulative Stress...

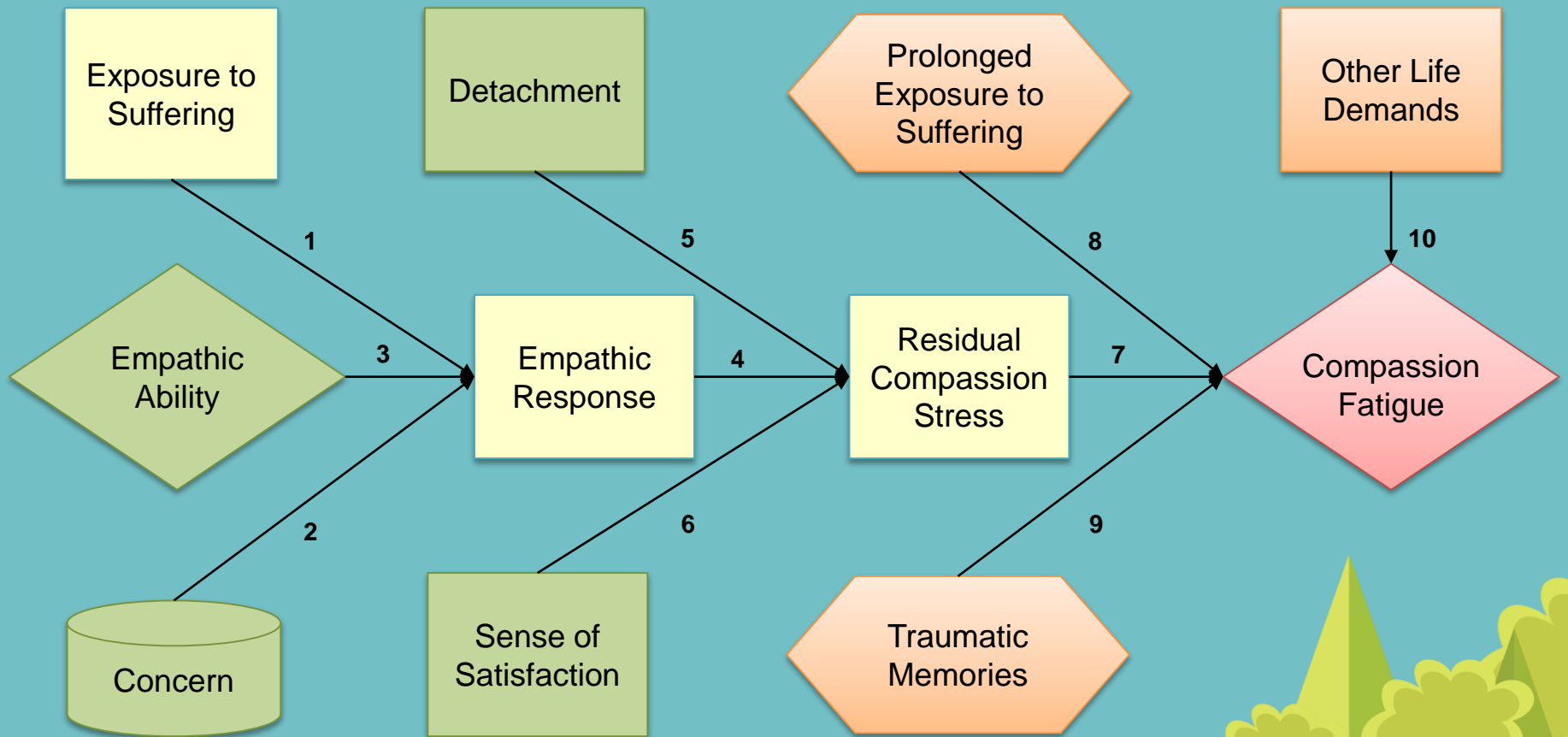


An affective reaction to on-going stress whose core content is the gradual depletion over time of individual's intrinsic energetic resources. The two biggest components are exhaustion and disengagement.

(Rudman & Gustavsson, 2012)



Impact on the Individual:



The Compassion Fatigue Process (Figley, 2001)

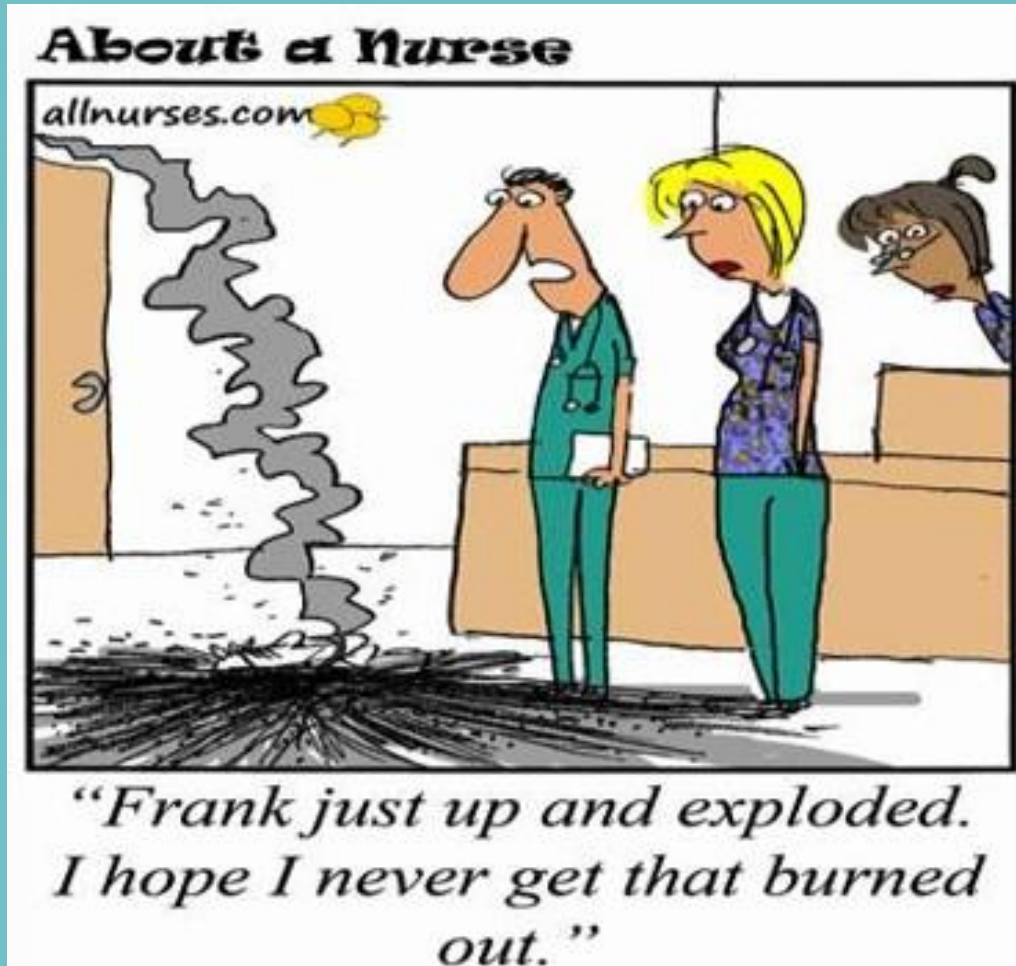


Crisis:

3 Characteristics of a Crisis:

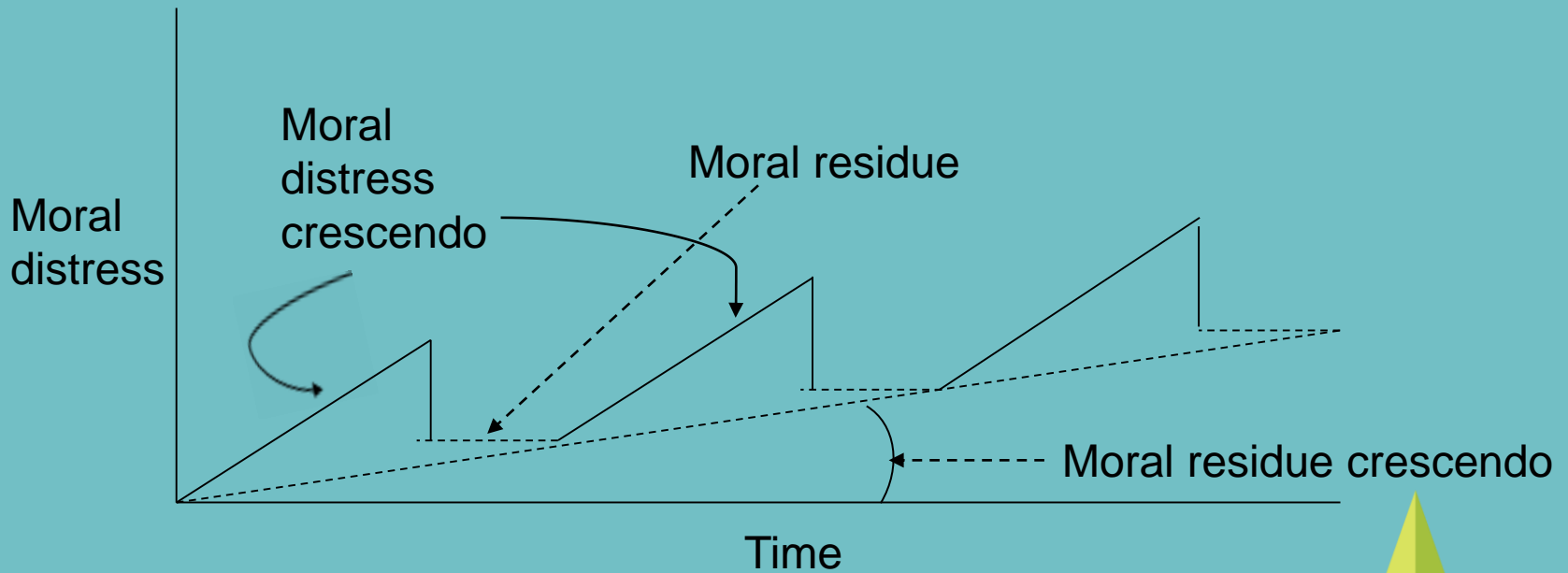
- Usual balance between thoughts and emotions is disturbed
- Usual coping mechanisms fail
- There is evidence of distress, impairment, or dysfunction



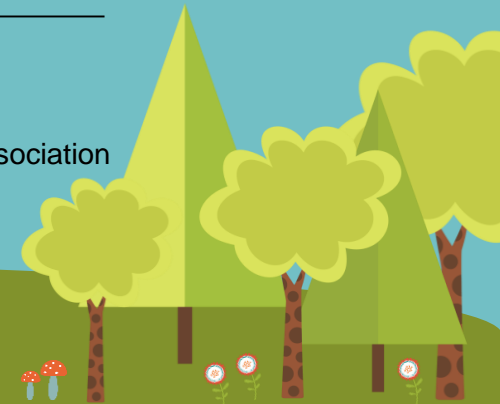


Crescendo Effect:

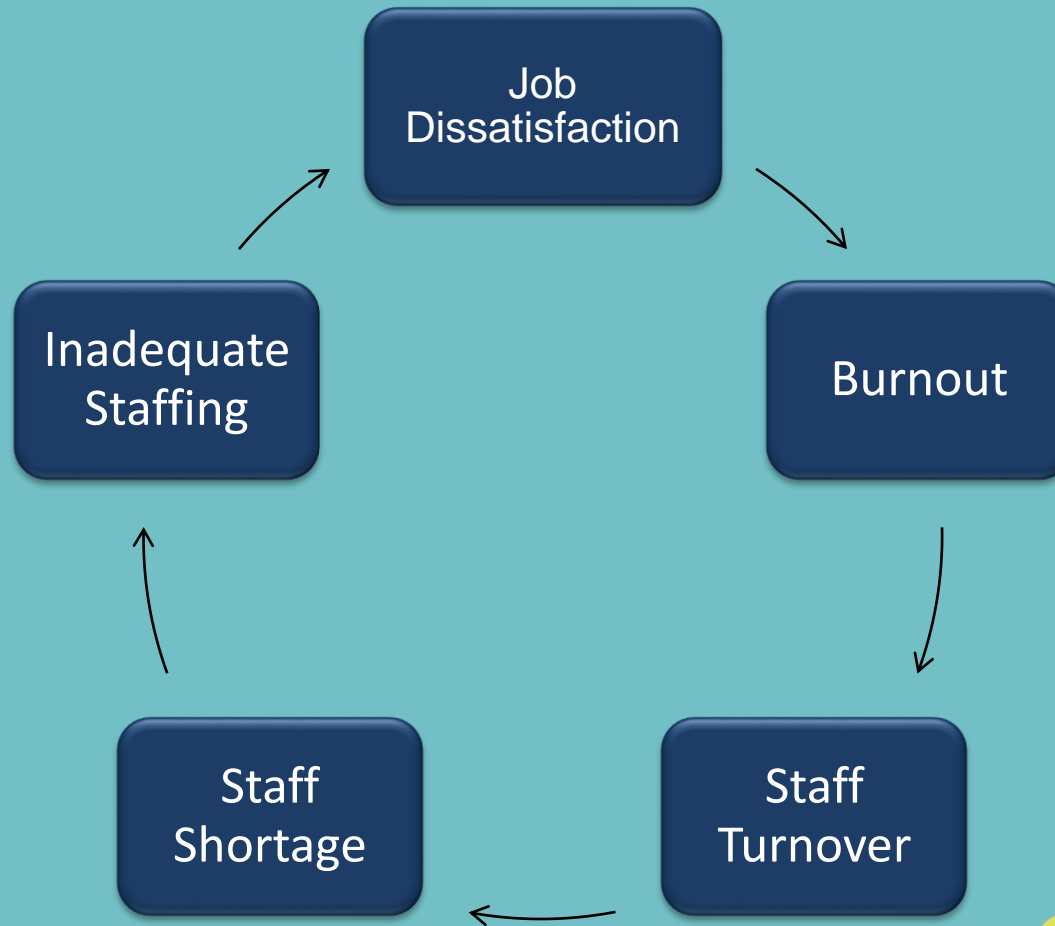
Medscape



Source: Online J Issues Nurs © 2011 American Nursing Association



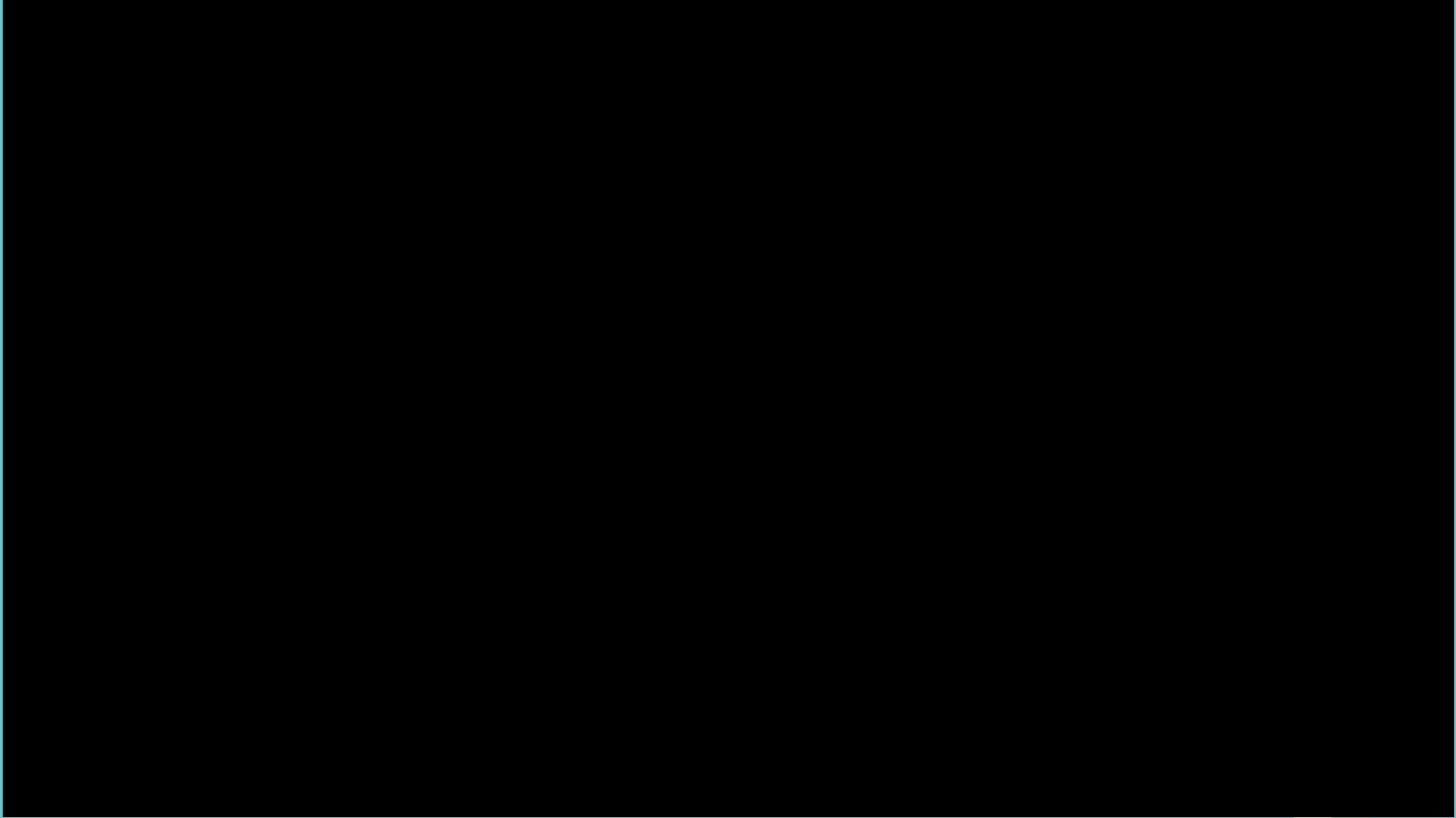
Impact on the System:



Examples:

- Death of an Infant or Child
- Code Blue
- Trauma / Child Abuse
- Long term “chronic” patients
- Difficult / Abusive Families
- Ethical / Moral challenges: when health care team and families do not agree on course





ACH CISM Team Members:

- Nursing
- Respiratory Therapy
- Physicians
- Spiritual Care
- Social Work



Interventions:

- **Pre-event Preparation**
- **Assessment**
- **Informational Groups**
- **Interactive Group Defusing**
 - 3 phase process provided Up to 8 hours after event
- **Critical Incident Stress Debriefing (CISD)**
 - 7 phase process Ideally done 24 – 72 hours after event
- **Individual Crisis Intervention**



Case Study: DCD in PICU

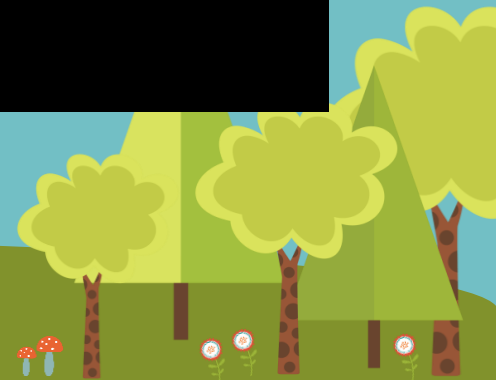
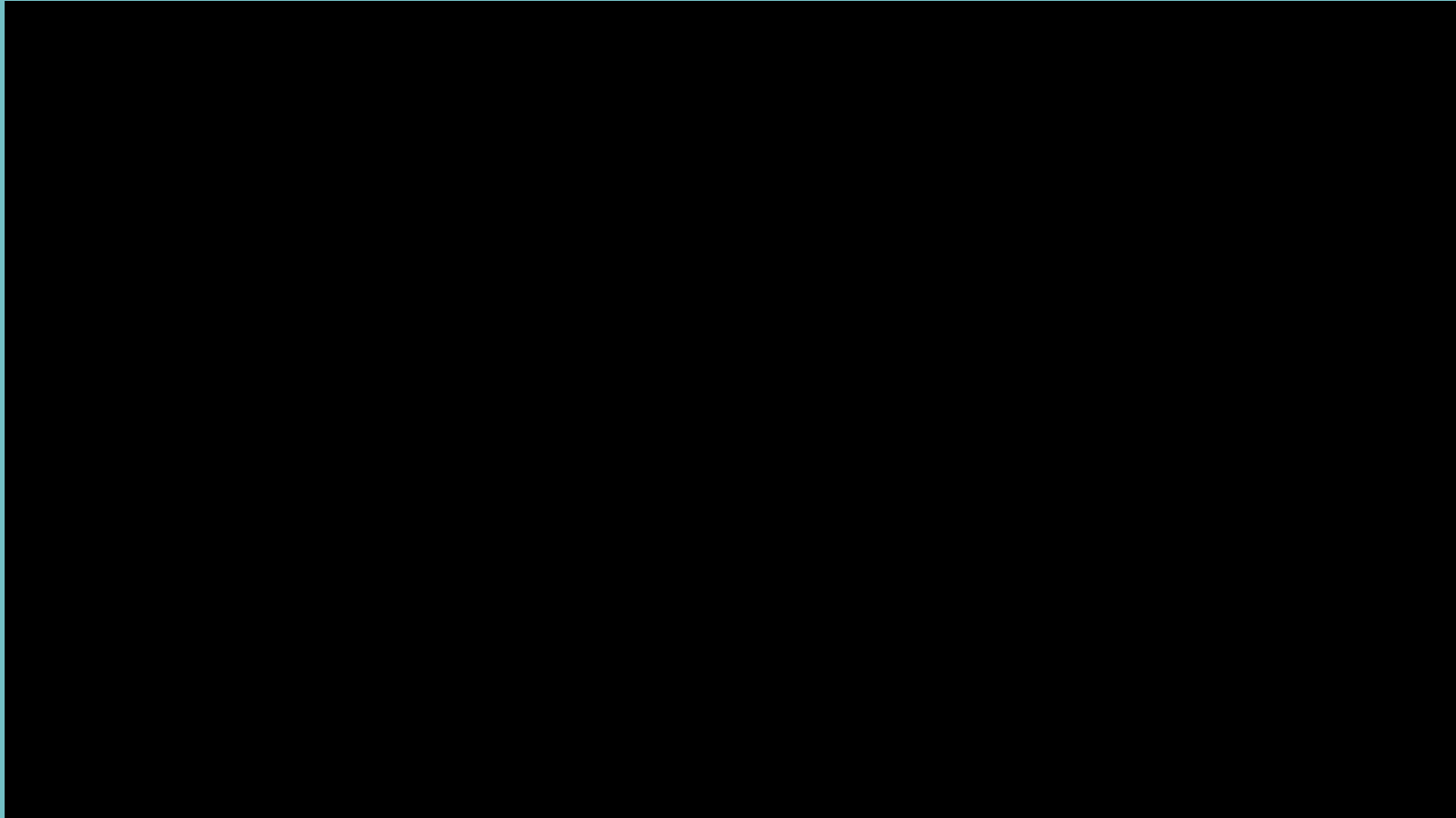
- **Pre-crisis Preparation** (pre event)
- **Defusing** (immediately after)
- **Debriefs** (within 2 weeks)





What staff are saying...







CREDITS

Video clips from film called "Just Keep Breathing", as part of CIHR-funded research into Moral Distress among Paediatric Intensive Care Unit (PICU) teams, with further Support from the Arnold P. Gold Foundation.

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