

Critical Incident Stress Management Policy		Inspection and Enforcement New Brunswick	1.1.5
Policy Title	New or Amended	Division / Branch / Section	Policy #
Chief/Executive Director	October 21, 2016	April 14, 2023	April 2025
Approved by	This policy was approved on:	This version takes effect on:	This policy will be reviewed by:

Table of Contents

1. Purpose of Policy 2

2. Definitions 2

3. Guidelines 2

4. Agencies and People Involved 3

1. Purpose of Policy

The purpose of this policy is to provide a high-level outline of the processes involved when assisting an employee of the Inspection and Enforcement Branch after they have been involved in a situation/ series of situations that have the potential to bring on a negative side effects of stress.

2. Definitions

Critical Incident: is a situation that is traumatic for the person involved. The incident causes the person to experience an unusually strong emotional reaction during or after the incident.

Critical Incident Stress Management (CISM): is a broad set of combined crisis intervention tactics to lessen the impacts of a traumatic event on a person. It is known as “psychological” or “emotional” first aid.

Peer Support: a fellow Inspection and Enforcement Branch employee (other than employees on the scene) trained in CISM and able to speak with the individuals impacted by the traumatic event immediately following the incident.

Defusing: an intervention facilitated by a peer support person or a group of peer support people.

Debriefing: a session held by a CISM Mental Health Team Leader for those individuals directly involved with the incident.

Policy: The Inspection and Enforcement Branch in partnership with the Department of Justice and Public Safety’s Healthy Workplace and Wellness Policies, is committed to providing a healthy, safe, and supportive workplace environment for all of its employees.

3. Guidelines

The Inspection and Enforcement Branch commits to ensuring that all employees identified to have been involved in a traumatic situation, or series of situations, receive CISM care.

- A. Employees will receive CISM care when they have been involved with one of the following:
 - i. Line of duty death;
 - ii. Serious injury of someone in their care;
 - iii. Suicide of a colleague;

- iv. Killing or wounding of a colleague or person in their care or an innocent individual;
 - v. A disaster at work;
 - vi. Events with extreme personal threat to Inspections and Enforcement Agency employees;
 - vii. Death or serious injuries to children;
 - viii. If they know a victim personally;
 - ix. Events they are involved in that receive excessive media coverage; and
 - x. Any other unusual or extremely stressful events or any culmination of stressful events.
- B. The Inspection and Enforcement CISM Activation Model will be broken in to three components:
- i. **Peer lead one-on-one:** This occurs at or near the scene. Through conversations, it is determined whether the employee is able to continue their duties and whether further CISM care is required.
 - ii. **Defusing:** If it is identified that further care is required after the one-on-one, the defusing should occur roughly 6-72 hours post incident. The defusing is less formal than a debriefing and is led by peer support personnel. A conversation will be had with the employee to ascertain if further care is required.
 - iii. **Debriefing:** The debriefing session is led by a mental health professional trained in CISM and should be conducted 24-72 hours post incident. The debriefing is more structured in nature and should be conducted automatically following particularly stressful events.

4. Agencies and People Involved

- A. Inspection and Enforcement Branch Peer Diffusers
- B. Employee Family Assistance Program
- C. JPS Human Resources
- D. Community Mental Health Centres
- E. CISM Regional Teams