

HACKETTSTOWN REGIONAL MEDICAL CENTER
Administrative Policy and Procedure

SECTION: ADMINISTRATION

Number: AD108
Number of Pages: 1 of 3
Issue Date: September 2005
Reviewed/Revised: February 2009

TITLE: CRITICAL INCIDENT STRESS DEBRIEFING (CISD)

POLICY:

To provide a quick crisis response and support system for staff.

PURPOSE:

To decrease the intensity of the response, to assist recovery, and to facilitate resolution of the crisis with a return to the previous level of functioning. Discussion of the stressful experience should be initiated as soon as possible following the crisis. This benefits the individual by:

1. Normalizing their response to a crisis.
2. Assuring them that the response is temporary.
3. Educating them about responses to crisis.
4. Letting them know that there is not a specific time frame in which to recover from a crisis. However, if they engage in self-care behaviors, healing is likely to be expedited.

DEFINITIONS:

Trauma – (Psychological crisis) is defined as events that are extraordinary, not because they occur rarely, but rather they overwhelm the ordinary human adaptations to life. An individual trauma is a blow to the psyche that breaks through one’s defenses so suddenly, and with such force, that one cannot respond effectively.

Acute Stress – Stress caused by a sudden, arbitrary, often random event, i.e. an adverse event.

Adverse Event – A negative or “bad” result stemming from a diagnostic test, medical treatment, surgical or medical intervention.

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Goals of CISD:

- Empowerment – countering feelings of fear and helplessness
- Exert care not to foster dependency
- Normalize feelings and reactions
- Help define and prioritize needs
- Help design strategies for addressing needs
- Helping to adapt coping skills
- Preventing future mental health issues

PROCEDURE:

Any individual who becomes aware of a situation that would have an immediate or potentially chronic negative psychological reaction may contact the manager to arrange for Employee Assistance Program (EAP) consultation and/or debriefing at 908-850-6810.

1. On off hours/evenings/nights or weekends, contact the hospital switchboard.
2. The CISD facilitator will arrange through the manager or supervisor a critical incident stress debriefing for any staff member who has been involved or affected by an adverse outcome or a traumatic event.
3. The first session usually will take place within 24 hours and will be repeated as necessary until all affected employees have been debriefed.
4. At any time an employee may contact EAP for individual counseling sessions.

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REQUEST FOR STRESS DEBRIEFING

Date: _____

Dept.: _____

Manager: _____

Brief Description of Event:

What was the Outcome:

Job Title of Individuals Involved & Role in Event:
