STICKING TOGETHER IN THE CRITICAL HOUR(S)

S.T.I.T.C.H. - NOT IF BUT WHEN

PART TWO

JANUARY 2021 VERSION 1

CREATE A
PEER
SUPPORT
GROUP

• INTERVIEW POTENTIAL CANDIDATES

PROVIDE TRAINING

- -MENTAL HEALTH FIRST AID
- -CRITICAL INCIDENT STRESS MANAGEMENT
- CREATE A POLICY, MEET
 QUARTERLY, AND MAINTAIN
 ANONYMOUS STATISTICS

WORK WITH PUBLIC SAFETY PARTNERS

PLAN IN ACTION IMMEDIATE

- INCLUDE ECC PERSONNEL IN CISM, HOSTAGE NEGOTIATION, AND TRAINING WITH PD/FD
- WORK WITH OFFICE OF
 EMERGENCY MANAGEMENT TO
 HAVE A SEAT AT THE TABLE
- AFTER ACTION DE-BRIEF (INVITE) WITH FIELD RESPONDERS

PROVIDE SUPPORT DURING ` THE INCIDENT

- -IF PROLONGED PREPARE BACK-UP STAFFING
- PROVIDE FOR PHYSICAL NEEDS

 -BREAKS, FOOD, WATER
- COMMUNICATE WITH STAFF TO RECOGNIZE STRESSORS, TRIGGERS, AND EMOTIONAL FATIGUE
- MENTAL HEALTH AND/OR SPIRITUAL PROFESSIONAL

DURING THE CRITICAL HOUR(S)

-REALIZATION STAGE
-RECOGNITION STAGE
-REHIBILITATION STAGE

-RECOVERY PHASE

STAND-UP AND WORK

THROUGH THE STORM

PLAN IN ACTION

IMMEDIATELY AFTER
AND LONG TERM

- DEBRIEF WITH ALL STAFF INVOLVED
 AND OTHER PUBLIC SAFETY
 RESPONDERS
- PROVIDE ADDITIONAL SUPPORT AS NEEDED
- -SUGGEST EMPLOYEE ASSISTANCE PROGRAMS
- LEADERSHIP CHECK ON EMPLOYEES DIRECTLY AND INDIRECTLY INVOLVED
- PLAN INTERVALS TO CHECK-IN

-ONE WEEK, TWO WEEKS AND FOUR WEEKS AFTER

9-1-1 PERSONNEL EXPERIENCE HIGH LEVELS OF STRESS AND VICARIOUS
TRAUMA. CREATING AND MAINTAINING A PEER SUPPORT TEAM IS ESSENTIAL.
PEER SUPPORT TEAMS PLAY A VITAL ROLE IN MONITORING HOW PERSONNEL IS COPING AND
THEIR WELL-BEING DURING AND AFTER A SIGNIFICANT EVENT. CONFIDENTIAL ONE-ON-ONE OR
GROUP SESSIONS ALLOW EMPLOYEES A CHANCE TO RELIEVE SOME OF THE STRESS OF THE
SITUATION AND INITIATE THE RECOVERY PHASE.

