

**Promoting and supporting CISM demonstrates the contractor's and the union's concern for traumatized workers.**

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THE POWER TO PROTECT

LABORERS' HEALTH & SAFETY FUND OF NORTH AMERICA

## CRITICAL INCIDENT STRESS MANAGEMENT

HELP WORKERS COPE IN THEIR  
TIME OF NEED



### ***Did you know?***

In 2011, of 4,609 workplace fatalities in the United States, 721 – almost 16 percent – were in the construction industry.

### ***What is a critical incident?***

A critical incident is any workplace tragedy – such as an accident, injury, death, disaster, threat or act of violence – that has the potential to create significant human distress and overwhelm our usual coping mechanisms.

### ***What can you do to help if there is a critical incident at your worksite?***

You can provide immediate, effective support for everyone involved by contacting the Laborers' Health and Safety Fund of North America (LHSFNA). A determination as to what type of support to put in place will be based on several factors, including the severity of the incident, when it happened and who was involved.

### ***What is Critical Incident Stress Management (CISM)?***

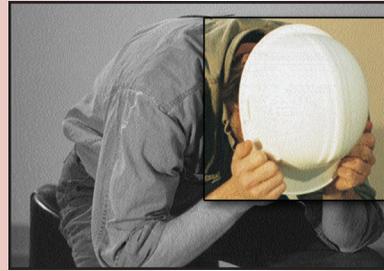
Critical Incident Stress Management is a system of interventions each specifically designed to deal with critical incidents. CISM provides education, prevention and mitigation in the aftermath of a critical incident. CISM is handled most effectively by specially trained individuals.

### ***There are several types of CISM:***

- ▶ Debriefing/CISD (most common form of CISM used within LIUNA)
- ▶ Crisis management briefing
- ▶ Defusing
- ▶ Grief and loss session

### ***Critical Incident Stress Debriefing (CISD)***

A Critical Incident Stress Debriefing is a one- to two-hour group meeting of those who are affected by a workplace tragedy. Included are those who witnessed the event, those who were victim



to the event and those who were close to a victim of the event (supervisors and co-workers, not family). A CISD:

- ▶ Helps workers share their experiences and vent emotions
- ▶ Helps workers deal with stress
- ▶ Helps workers understand their reactions
- ▶ Is a confidential, voluntary and educational process
- ▶ Is NOT a critique or investigation of what occurred
- ▶ Is NOT therapy

### ***Defusing***

- ▶ A shorter, less formal version of a debriefing
- ▶ Best conducted within one to four hours after a critical incident
- ▶ A confidential and voluntary opportunity to learn about stress, share reactions to an incident and vent emotions
- ▶ The main purpose is to stabilize people affected by the incident so that they can return to their normal routines without unusual stress.

### ***Crisis Management Briefing***

- ▶ A large homogeneous group intervention used before, during and after crisis
- ▶ Present facts, facilitate a brief controlled discussion, Q & A and information on stress survival skills and other available support services
- ▶ May be repeated as situation changes

### ***Grief and Loss Session***

- ▶ Structured group or individual session following a death
- ▶ Assists people in understanding their own grief reactions
- ▶ Creates a healthy atmosphere of openness and dialogue around the circumstances of the death

### ***Benefits of providing a quick response after a critical incident:***

Without professional intervention, you may see an increase in performance problems, job turn-over, stress-related health care claims, workers' compensation cases, union grievances, substance abuse and family problems among workers and staff. To limit these impacts, CISM:

- ▶ Provides factual information
- ▶ Reduces sense of chaos
- ▶ Provides coping resources
- ▶ Promotes good will among employees
- ▶ Encourages increased bonding, teamwork and morale
- ▶ Prevents the onset of delayed psychological reactions
- ▶ Promotes well-being

### ***Who will conduct CISM interventions?***

CISM is most effective when conducted by trained professionals. The LHSFNA will arrange for experts to assist you in your time of need.

### ***Who do you contact if you need a CISM intervention?***

Your location determines who your main point of contact should be (see phone list on back of brochure). The Tri-Fund Field Coordinators, the regional Health and Safety Funds and the LHSFNA all can serve in this capacity. Arrangements for CISM will be coordinated once contact is made.