



# **FRESNO COUNTY FIRE**

**PROTECTION DISTRICT**

## **PAID-CALL FIREFIGHTER POLICY & PROCEDURE HANDBOOK**

**POLICY NO.:** 200-11

**SUBJECT:** CRITICAL INCIDENT STRESS MANAGEMENT

**EFFECTIVE DATE:** November 1, 2009

**REVISION DATE:** October 1, 2013

**RESPONSIBILITY:** Fresno County Fire Protection District  
CAL FIRE Career Personnel  
Paid-Call Firefighter

### **POLICY/PROCEDURE:**

#### **PURPOSE:**

CAL FIRE and the Fresno County Fire Protection District support a program that involves psychological counseling of staff where an unusual trauma has occurred involving Department/District personnel.

#### **POLICY:**

It shall be the policy of the Fresno County Fire Protection District to provide stress management counseling for members of the Department/District after exposure to an emergency incident involving loss of life or major injury due to mass casualty accident, fire, or act of violence, etc.

#### Procedure

1. The PCF Company Officer or Battalion Chief, upon request, suggestion or personal observation, may seek the usage of a Critical Incident Stress Management Counselor (CISM) where an incident may indicate that employee counseling would be beneficial.
2. The Duty Chief will be notified and must approve the request for CISM.
3. CISM team members shall be available for contact through the Fresno/Kings Unit Emergency Command Center

4. Upon approval, and as soon as is practical for all involved, CISM team members will establish a convenient time and location to conduct meetings with affected personnel allowing for the immediate diffusing of the trauma. Same day counseling is preferred as it allows for a greater level of memory recall and feedback.
5. Counseling sessions typically consist of group meetings where personnel may discuss what they saw, did or felt about the incident. These sessions will take place in a setting which allows for group sharing of ideas and/or individual thought. Individual sessions should also be made available for affected employees who may prefer the comfort of one-on-one counseling.
6. All participation in CISM counseling shall be entirely voluntary and all matters pertaining to the counseling sessions shall remain confidential.

**POLICY RESPONSIBILITY:**

Board of Directors, Fire Chief, District Administrative Officer, Division Chiefs, Battalion Chiefs, Station Captains, Paid-Call Company Officers, Paid-Call Fire Apparatus Operators, Paid-Call Firefighters.