



NL Association of Fire Services
P.O. Box 594
PCSP, NL
A1M 3R6
709-424-6500;
office@nlfireservices.com

Enhancing Fire services in Newfoundland & Labrador Since 1964

Terms of Reference **NLAFS CISM Team Operation**

Team Members:

To be considered a team member the candidate must complete a Critical Incident Stress Management training course as recognized by the International Critical Incident Stress Foundation.

Candidates must also be willing to upgrade skills through training and exercises as they are provided.

By accepting a position with the NLAFS CISM team the team member agrees that this position is a volunteer position with no implied compensation. The purpose of the Critical Incident Stress Management Team is to have first responders trained to properly serve fellow responders in the time of need.

Mandate:

The mandate of the NLAFS CISM team is to provide critical incident stress management defusing and debriefings to local first responders as defined in the training provided by the authorized training provider, It is by no means the mandate of this team to offer opinions, diagnosis or treatments beyond the scope of the team members training as provided by the NLAFS or associated partners.

Associated Costs:

When submitting a candidate for the CISM team the Fire Chief or Authority having jurisdiction accepts responsibility for the candidate at all times. Travel and associated expense will be the responsibility of the team member's nominator. It is imperative that the nominator commit to support the efforts of the candidate they submit.

The Newfoundland and Labrador Association will provide an approved training course as recognized by the International Critical Incident Stress Foundation.

As budgeting will allow only so many candidates, towns, fire departments, organizations and partners may send extra candidates at the per student cost of the instructor plus travel accommodations etc.



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Travel:

While we cannot guarantee a maximum requirement for travel as part of the CISM team, we will do everything possible to limit the amount of travel experienced by a team member through the use of regional team members placed strategically throughout the region. Team members will not be expected to travel in bad or questionable weather or during times when for various reasons the safety of the team member will be put into question.

For large scale events special arrangements will be made to limit the amount of time and resources the team members will have to provide (IE travel over long distances, accommodations etc) through arrangements with the requesting parties.

Confidentiality:

All team members will be required to sign and adhere to a confidentiality agreement to protect the interests of the responders receiving services, the integrity of the program and the reputation of the team member and the NLAFS and its associated partners.

Code of Conduct:

All team members are expected to act in a respectful and responsible manner during and after any event they are required to attend. Any team member found to be acting in a way not viewed as acceptable by the responders requiring service, the NLAFS or its partners in the CISM program may be removed from the team.

Dress:

When attending CISM functions all team members are expected to provide a comfortable but professional setting, dress shall be business casual to uniform depending on the audience.

Request for Service:

Request for service may be through a regional director, the NLAFS office, Fire and Emergency Services, direct contact with a CISM team member / Fire Department or the President of the NLAFS. Requests for service must be forwarded to the NLAFS office to ensure each request is properly documented.



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Compliance:

Audits may be performed to ensure the intent and obligations of the service are being met at the discretion of the NLAFS or its partners. Audits must be viewed as a quality assurance and improvement piece essential to the existence of the team.

I have read and understand the terms of reference for team members of the NLAFS CISM team.

Signature

Date