

US Army Corps of Engineers Critical Incident Stress Management Program National Operations Center Charter

A. Background: The US Army Corps of Engineer's Strategic Vision addresses the full spectrum of missions essential to serving the nation. Many of these missions require that employees be exposed to incidents, accidents, fatalities and large-scale disasters. Whether under conditions or events of peace or war-fighting, employees may experience unusually strong physical or emotional reactions that may interfere with his or her ability to function after the occurrence. Such incidents are called critical incidents. A comprehensive US Army Corps of Engineers Critical Incident Stress Management (CISM) program helps employees who are adversely affected by critical incidents recover more quickly from their normal reactions to abnormal events. The USACE CISM program adheres to the same models used by Army.

The US Army Corps of Engineer's Critical Incident Stress Management (CISM) program is not a HQ- driven effort, instead, it is a Corps-wide field driven effort headquartered at a National Operations Center (NOC). The program will seek to serve all disciplines within the agency. The NOC will operate under direction of HQ-USACE. The NOC will be responsible for keeping HQ informed concerning program operations and future development. The NOC will be made up of a Program Manager, a Deployment Manager, a Financial Manager and an Administrative Manager. Additionally, each division will have a MSC CISM Program Manager who will be responsible for managing the CISM program within their division. Since all Corps team members are eligible to benefit from the program, an interdisciplinary group of individuals from various functional areas will be recruited at all functional levels of the program. These individuals will also represent all levels of the Corps including divisions, districts, and projects.

B. Mission. The mission of the USACE CISM program is to provide education, support, and assistance to USACE employees for incidental or cumulative critical incident stress experienced in the performance of their jobs and/or in the event of major civil emergencies, natural disasters, or military contingencies.

C. Functions.

An effective CISM Program is designed to educate personnel about the effects of stress, to support the physical and mental health of employees, to facilitate employees in selecting healthy life choices and options, and to assure that all employees are treated with dignity and respect during crisis situations.

Education: An aggressive CISM orientation/information effort will be essential in order to successfully introduce and maintain program visibility within the U.S. Army Corps of Engineers. Information may be distributed through manager/supervisor briefings, the Division and District intranet sites, EAP presentations and employee briefings, ranger workshops, and produced media resources.

Core Elements of CISM Interventions: CISM interventions are multifaceted and can be applied to individual, group, or organizational needs. Interventions may include diffusing, formal debriefing, follow up services, individual consultations, and if necessary, referral to the Employee

Assistance Program (EAP).

D. Funding: Funding for travel, per diem, training and development costs for the members of the CISM program will be provided by HQUSACE. Labor for peer supporters is provided by their home district.