

Policy Name:	CRITICAL INCIDENTS		
Policy #:	OP 4.34.12	Last Updated:	2023-11-29
Issued By:	SUPPORT SERVICES BUREAU	Approved By:	SURREY POLICE BOARD
Version:	2.0	Review Frequency:	AS REQUIRED

RELATED POLICIES

AD 5.2 Critical Incident Aftercare Program

AD 5.3.1 Employee and Family Assistance Program

OP 2.4 IIO Notification

OP 4.13 Crime Scene Management

OP 4.34.1 Active Threat Response

1. PURPOSE

- 1.1. To provide guidelines and establish a framework for Surrey Police Service (SPS) Members responding to or involved with Critical Incidents.
- 1.2. To provide procedural requirements for Members to participate in a Post-Incident Firearms Exposure Session.

2. SCOPE

- 2.1. This policy applies to all Members.

3. POLICY

- 3.1. In the normal course of their duties, Members may become involved in events that meet the definition of Critical Incident. Catastrophic events occur less frequently and may increase the potential for Members to experience symptoms of Critical Incident Stress.
- 3.2. A Member suffering from Critical Incident Stress may display a wide variety of symptoms. It is the responsibility of all Members to assist and support each other in identifying symptoms of Critical Incident Stress and notifying a Supervisor where appropriate.

3.3. The determination of whether the Critical Incident Aftercare Team (CIAT) must be immediately contacted and deployed will depend on the assessment by the Duty Officer (see AD 5.2 *Critical Incident Aftercare Program*).

Post-Incident Firearms Exposure

3.4. During a Critical Incident, a Member may be required to discharge their firearm. Since the next opportunity for a Member to discharge a service firearm may not occur until their annual requalification, Post-Incident Firearms Exposure Sessions are necessary to reduce the potential for Cumulative Trauma that may be associated with the discharge of the firearm in the line of duty.

3.5. Post-Incident Firearms Exposure Sessions are mandatory for Members who discharge their firearms in the line of duty and other Members, as deemed necessary by the Inspector, Employee Services Section (ESS).

3.6. A Member involved in a shooting incident, who did not discharge their firearm, may request to participate in a Post-Incident Firearms Exposure Session.

3.7. Post-Incident Firearms Exposure Sessions are individual Sessions involving firearm exercises undertaken with a qualified firearms instructor and are not a qualification.

3.8. Post-Incident Firearms Exposure Sessions consist of a course of fire intended to be educational, to provide reassurance, and to promote the Member’s confidence with their firearm.

4. PROCEDURE

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APPENDIX A: DEFINITIONS

“Active Threat” means one or more individuals who seek out an environment that offers multiple victims for the purpose of inflicting death. The active threat is real, present, and credible and the individual(s) has (have) shown the determination to severely injure or cause death to those individuals.

“Critical Incident” means a traumatic event that generates, or has the potential to generate, such intense emotional energy that it overwhelms an individual’s coping mechanisms, causing impairment in work or personal activities.

“Critical Incident Aftercare Team” (CIAT) means the team of specially trained volunteer Members that will facilitate a “Defusing” Session with the involved Employees and may assist with psychological Debriefings.

“Critical Incident Aftercare Team Coordinator” (CIAT Coordinator) means the SPS employee appointed by the Deputy Chief Constable Support Services to provide the day-to-day coordination of the CIA Team and their services.

“Critical Incident Commander” (CIC) means a commissioned Officer who has received training and certification to command a Critical Incident.

“Critical Incident Defusing Session” (Defusing) means a structured confidential group discussion that is led by at least two members from the trained CIAT Team, within eight hours of the incident.

“Critical Incident Stress” means the normal extraordinary physiological and/or psychological responses experienced by an individual who has been exposed to a Critical Incident. It has also been described as “the normal reaction of people experiencing abnormal responses to abnormal events”.

“Cumulative Trauma” means a severe form of anxiety caused by trauma experienced by an employee who has previously undergone a Critical Incident.

“Duty Officer” means the Frontline Policing Inspector.

“Employee” means a sworn Member or Civilian Employee appointed by the Surrey Police Board.

“Employee and Family Assistance Program (EFAP) Provider” means the external EFAP service provider engaged by SPS.

“Firearm” means a barrelled weapon from which any shot, bullet or other projectile can be discharged and that is capable of causing serious bodily harm or death to a person.

“IIO” means the Independent Investigations Office of British Columbia established under the *Police Act*.

“Life-Threatening Disaster” means a sudden, calamitous event that causes great damage, loss and distress.

“Member” means a sworn Police Officer appointed by the Surrey Police Board.

“Non-Active Threat” means an individual or group which has the ability and the intent to commit an act of serious violence against a specific target in the immediate future.

“Post Incident Firearm Exposure Session” means a Session involving firearm exercises undertaken with a qualified firearms instructor.

“Supervisor” means a Sergeant, Staff Sergeant, Inspector, Superintendent, Deputy Chief Constable, Chief Constable, and any other person acting in a Supervisory capacity who is accountable for a particular area or shift on behalf of SPS.

APPENDIX B: REFERENCES

Canadian Police College: *Critical Incident Commanders Course*

Canadian Police Knowledge Network: *Initial critical Incident Response (ICIR) – Level 100*

The Joint Federal / Provincial Commission into the April 2020 Nova Scotia Mass Casualty (2023) *Turning the Tide Together: Final Report of the Mass Casualty Commission*