



STAFFORDSHIRE
POLICE

TRAUMA RISK MANAGEMENT (TRIM)

POLICY

Staffordshire police recognises the duty of care that we have to staff. This will include officers of all ranks, special constabulary, volunteers and police staff following their exposure to traumatic incidents. We acknowledge that early intervention and support following exposure to traumatic incidents can be key in helping the individual with their wellbeing, manage the risks associated with exposure to trauma and meet our duty of care and legal obligations.

In order to do this, we will utilise Trauma Risk Incident Management (TRiM). This is a nationally recognised process that provides support. This will complement the existing support measures that are already available via Occupational Health.

The purpose of this policy is to provide guidance in relation to the early intervention and identification of staff members affected by potentially traumatic/serious incidents. This should be viewed alongside Staffordshire Police's Occupational Health and Wellbeing Policies and acknowledges the College of Policing Strategic Welfare Advice for the Response to a Mass Fatalities Incident.

As the nature of this type of stress response is personal to the individual, it is acknowledged that individuals will be responsible for their own mental well-being under health and safety law.

The TRiM process is not intended for members of the public or other emergency staff members. It is an internal process only.

Where an officer or member of staff attends a traumatic incident in another force area it will be the responsibility of the individuals home force to provide appropriate welfare support, including TRiM. For CMPG officers and staff members this would be the force that the individual is working for.

The procedure contains guidelines on the welfare needs of the designated TRiM practitioners and managers. It also acknowledges the pivotal role that TRiM practitioners and managers play in assessing the psychological well-being of individuals after their involvement in a serious incident.

The procedure provides an overview of TRiM, outlines the roles and responsibilities of those involved and provides a framework for managing TRiM referrals.

TRiM is a voluntary, peer led process that supports individuals following their involvement in a traumatic incident. The process consists of a structured risk assessment and seeks to identify welfare needs at an early stage to determine if additional support is needed and signpost where appropriate.

TRiM is not ordinarily an immediate response and does not seek to provide medical support. If there are concerns for an individual in terms of severe stress or anxiety support should be sought from a GP or A&E if required.

In addition to this TRiM seeks to raise awareness and promote positive health and wellbeing within the force.

TRiM is compliant with the traumatic stress management guidance published by the National Institute for Clinical Excellence (NICE) guidance.

TRiM is NOT a strategy to deal with personal stressors e.g. bereavement, relationship issues, excessive workloads, on-going complaint procedures and is not suitable to address these issues. In these circumstances alternative support can be sought through HR, OHU or other agencies highlighted on the OH homepage.