

Frequently Asked Questions

Your Feedback

TRAUMA RISK MANAGEMENT

TRiM

This booklet is an introduction to the TRiM process and what you can expect.

Will my TRiM Assessment be considered when I apply for jobs in the future?

No. The information is held separately to your personal and medical records.

I've not been invited to a TRiM session, however, I am concerned about how I am feeling following an incident. What should I do?

You can talk to your line manager who can make a referral to the Trauma Risk Management Mailbox or you can contact the TRiM Co-ordinator directly and request a referral.

I am off work and have been invited to a TRiM session. Do I have to go?

TRiM assessments usually take place during working time. If yours has been arranged to take place when you are off work, please make your line manager or TRiM Practitioner aware. They will be more than happy to arrange to a more convenient time if you'd prefer.

Does my manager know I will be attending?

Yes. Your manager will play a key role in arranging the assessment. It's important for them to know so they can arrange cover to support your attendance. They will not however, be told what is discussed during the assessment or have access to your assessment.

Who else will know I have attended a TRiM assessment?

Your line manager, the TRiM Practitioner, TRiM Co-ordinator and the PIM will be aware.

Is the TRiM Assessment a form of counselling?

No. It's a risk assessment to determine the impact a traumatic event has had on you. If following the assessment the practitioner feels that you would benefit from additional support – they will make this recommendation to you.

Help us to help you – please complete the feedback form you will receive in the next few weeks.

We want to make sure the service is developed to best suit the needs of you all.

Trim Co-Ordinator:

Sue Hadden

sue.hadden.4693@northumbria.pnn.police.uk

Your TRiM Practitioner is:

Name:

Force Number:

Contact Info:



TRiM is not a medical process or therapy;

It is an evidence-based, peer led risk assessment, designed to identify and support officers and staff following a traumatic incident at work.



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POLICE & CRIME COMMISSIONER



NORTHUMBRIA
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TRiM and Northumbria Police

We are using the TRiM model within Northumbria Police to support officers and staff who have witnessed or been part of a traumatic event whilst carrying out their duties. Many forces and organisations across the country have also adopted this approach successfully.

The Post Incident Support Procedure incorporates the TRiM model and ensures that we deliver a proactive and consistent response to all our officers and staff. Our framework allows us to provide a 24 hour service enabling us to respond to your welfare needs when required.

40 officers and staff across all area commands have received specialist training as TRiM practitioners.

Stress reactions are normal human responses to difficult situations; it is important that they are discussed and addressed. It can also help to reduce the stigma often associated with mental health problems.

What happens at a TRiM Assessment?

A TRiM Practitioner will meet with you either individually or as a group (briefing) following an incident to introduce themselves and invite you to take part in the TRiM assessment process.

Your TRiM Practitioner will conduct two meetings – the first will be approximately 3 days after the incident and the second, 28 days later.

The purpose of the first is designed to assess the immediate impact that the incident may have had on you and discuss any reactions you may be experiencing.

The second is undertaken to establish how you're coping after you've had some time to process the incident. Hopefully, during this time you'll have returned to your normal routine, seeking support from your family, friends and colleagues.

Most people will feel much better after 4-6 weeks, but the small minority who are not doing so well should have been identified by the TRiM process and directed to help.

Your data

The information you provide in your TRiM assessment will remain strictly confidential between you, the TRiM Practitioner and the TRiM Co-ordinator. However, if as part of your assessment you disclose something that puts either you or another person at risk, or it is felt that further support would be beneficial, the practitioner will share this information to ensure any supportive measures are put in place to minimise any potential risk to yourself, colleagues or members of the public.

The information from your TRiM assessment will remain confidential and be retained on a secure TRiM database accessed only by the TRiM Co-ordinator.

This data will NOT be added to your medical records and it will NOT be used for any other purpose than supporting your welfare following the incident.