



TRiM – Trauma Risk Management

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Aim
The aim is that **60%** of midwives that have been involved in a traumatic event, feel supported immediately following the event by July 2021.

What is TRiM?
The TRiM model aims to keep employees functioning after a potentially traumatic or distressing event by providing support and education to those who require it. TRiM aims to identify those who are at risk of experiencing greater levels of psychological stress after a potentially traumatising event and ensure they are signposted to professional sources of help.

The TRiM process is a peer assessment carried out through a number of questions that the TRiM practitioner or manager guides you through. The outcome of this will determine the level of support you may need. TRiM practitioners are colleagues from all over the Trust who have gone through specific training and they understand the effects trauma can have on people. They are not counsellors or therapists, but colleagues who understand confidentiality and have good listening skills allowing them to give practical support, advice and guidance.

TRiM Incident Log Book B (Individual) CONFIDENTIAL Ver 1.1 June 2017

SECTION 1: INITIAL RISK ASSESSMENT RECORD (INDIVIDUAL)

Details of person undergoing Risk Assessment

NAME: [] PERSON NUMBER: [] Accept Decline Signature: []

Details of Practitioner

NAME: [] DATE OF RISK ASSESSMENT: [] INCIDENT NUMBER: [] Signature: []

Risk Factors (Score: 0 = Not present; 1 = Appears to be present; 2 = Appears to a significant degree)

Risk	Detail	Score
1	THE PERSON THINKS THAT THEY HAD LITTLE OR NO CONTROL OVER THEIR BEHAVIOUR/REACTIONS DURING THE EVENT	
2	THE PERSON THOUGHT THEY FACED SERIOUS INJURY, OR DEATH, DURING THE EVENT	
3	THE PERSON BLAMES, OR IS ANGRY TOWARDS, OTHERS ABOUT ASPECT(S) OF THE EVENT	
4	THE PERSON EXPRESSES SHAME OR GUILT ABOUT THEIR BEHAVIOUR RELATING TO THE EVENT	
5*	THE PERSON EXPERIENCED ACUTE STRESS FOLLOWING THE EVENT (Review the Acute Stress checklist below. A score of 6 or more means acute stress is present to a significant degree)	
6	THE PERSON HAS EXPERIENCED SUBSTANTIAL LIFE STRESSORS (E.G. PROBLEMS WITH WORK, HOME OR HEALTH) SINCE THE EVENT	
7	THE PERSON IS HAVING PROBLEMS WITH DAY TO DAY ACTIVITIES	
8	THE PERSON HAS HAD DIFFICULTIES DEALING WITH PREVIOUS TRAUMATIC EVENTS	
9	THE PERSON REPORTS PROBLEMS ACCESSING SOCIAL SUPPORT	
10	THE PERSON HAS BEEN DRINKING ALCOHOL EXCESSIVELY OR USING PRESCRIPTION DRUGS TO COPE WITH THEIR DISTRESS	
Total		

***Acute Stress Checklist** (have any of the following occurred at least twice in the past week?)

Stress	Detail	YES or NO
1	Upsetting thoughts or memories about the event that come into the mind against the persons will.	
2	Upsetting dreams about the event.	
3	Acting or feeling as if the event is happening again.	
4	Feeling upset about reminders of the event.	
5	Bodily reactions (such as fast heartbeat, stomach churning, sweatiness, dizziness) when reminded of the event.	
6	Difficulty falling or staying asleep.	
7	Irritability or outbursts of anger.	
8	Difficulty concentrating.	
9	Heightened awareness of potential dangers to the self or others and being jumpy or being startled at something unexpected.	
10	Reporting or showing symptoms of dissociation (e.g. someone feeling as if they or the world is not real, things seeming in slow motion, memory loss of important aspects of the event) during the interview.	

Record any comments or notes on page 3 (overleaf)
Now enter the above data onto the consolidation sheet on the corresponding Logbook A (Incident)

- STRENGTHS**
 - Trauma Support Buddies can support colleagues as they are experienced in the job and have likely suffered trauma themselves.
 - Approachable peer support rather than a Mental Health team that do not understand the details of the job.
 - Evidence supports the need for a peer support team to reduce workplace stress and anxiety.
 - Supported by the management team and stakeholders.
 - Provide a network of support.
- WEAKNESSES**
 - May not be seen as positive support from some colleagues.
 - Similar project PMA already running.
 - Long time to gather finding or results. Ongoing project.
 - Training needs to be online due to current Covid restrictions. May be difficult for some team members.
 - Unable to do training in work time – those interested will have to use their own time.
- OPPORTUNITIES**
 - Develop career opportunities.
 - Being able to support each other at work and provide a safe time to debrief.
 - Recruit Trauma Support Buddies. Badge/lanyard.
 - Feel like we are making a difference to our colleagues.
- THREATS**
 - Similar PMA project already running. Some people may not understand the difference between projects.
 - Midwives/obstetricians feeling it is not needed 'We didn't have support in my day so why do it now?'
 - Lack of support/interest from colleagues.
 - Training done in own time. Will people be put off by that?
 - Online training.

The Safety Concern
Build up of being exposed to trauma over time leads to staff feeling unsupported, poor wellbeing, long term staff sickness, mental health concerns and possibly ending careers early.

Opportunity Statement
To improve staff welfare and wellbeing by providing immediate peer support following a traumatic experience in practice, in order to reduce anxiety, stress and long-term sickness

TRiM is available to anyone that needs it and there are now many practitioners in the Trust that offer the service. I am focussed on the W&C division and in my area it has proven to be an effective service at offering trauma support and directing to higher levels of support if needed.

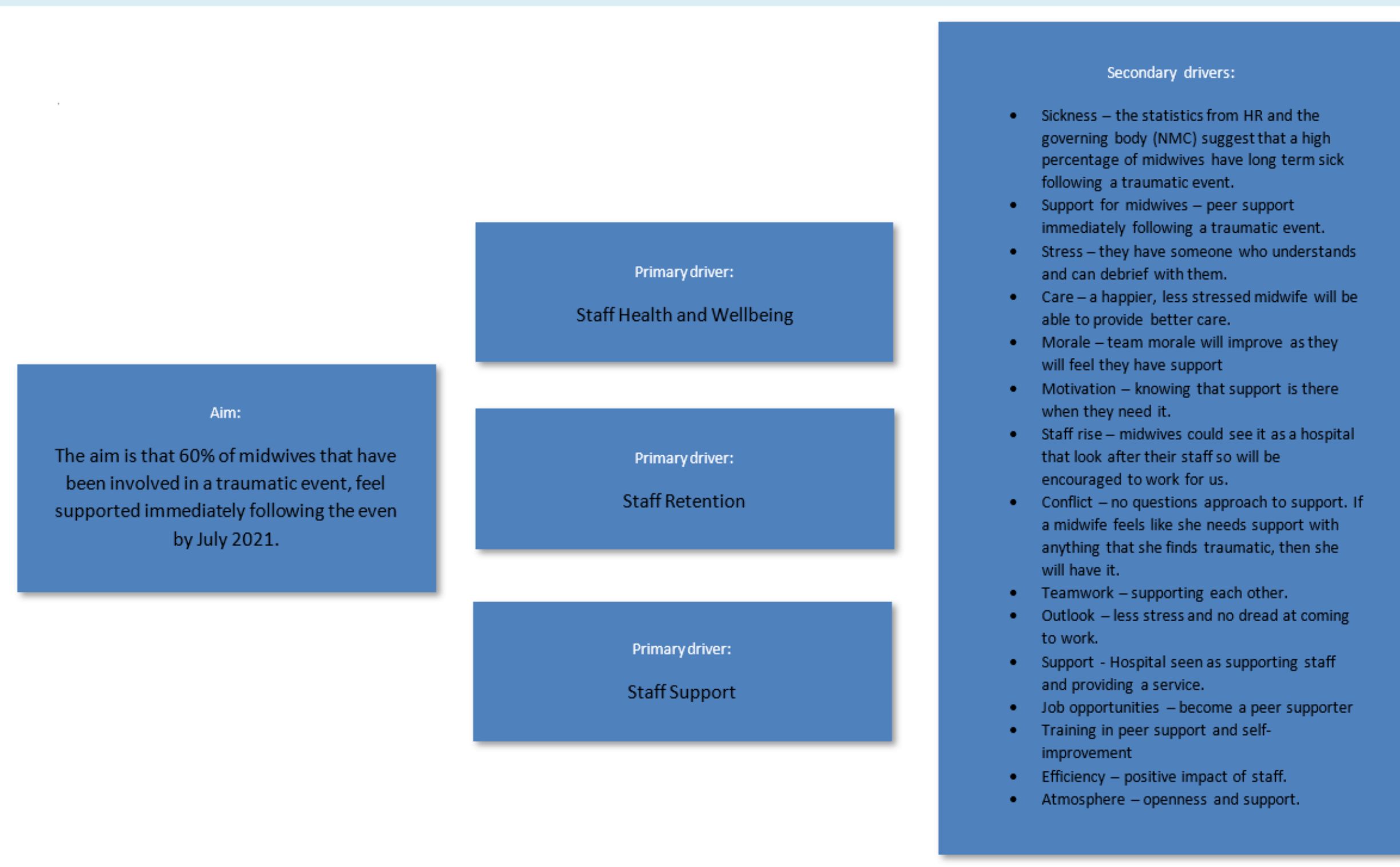
As the service grows and more staff use this support, we can see that staff feel their wellbeing is taken seriously by the Trust.

The opportunity to receive TRiM support through practitioners/managers that understand the work environment and job specific expectations also prove to be an advantage.

TRiM is overall improving our staff wellbeing and this will hopefully show in staff morale, reduced sickness rates (specifically due to trauma) and staff retention.

'Thank you so much for all of your support, I feel like a different person compared to 3 months ago.'

'The TRiM sessions were great! It gave me a focus on things and the reassurance that there is ongoing support for me if I need now or in the future. Knowing it is there and there are possible ways forward from the traumatic experience I witnessed has eased the anxiety I often felt.'



Results
98% of staff feel that TRiM has helped them manage the trauma, continue working, and retain staff that have felt they could no longer carry on.

Next Steps:
TRiM posters of availability.
TRiM at induction to hospital.
Emails regarding TRiM in big events.

'Nikki [TRiM Manager] was so proactive and kind in her approach to TRiM, I knew I could reach out to her for support whenever I needed it. She recognised that I was suffering from PTSD and referred me to the staff psychologist service which I never would have had the knowledge or courage to do so myself, and which ultimately saved my career. I couldn't have carried on without Nikki supporting me and checking in on me on a regular basis, I am eternally grateful that we offer such an amazing service at this Trust with such wonderful practitioners. Thank you'