

Within the Scottish Trauma Network, you can email [gram.trim@nhs.scot](mailto:gram.trim@nhs.scot) for enquiries about your TRiM policy and process. Or insert your TRiM Manager's details here:

TRiM Manager: .....

Contact details: .....

.....

Other sources of possible support can include:

- Your Line Manager
- Occupational Health
- Your employee assistance programme (EAP)
- Your General Practitioner (GP)
- Your Union
- Family, friends and colleagues you trust

<sup>1</sup> Some organisations call TRiM Managers TRiM Team Leaders



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**Strong in Stress**  
introducing Trauma Risk  
Management (TRiM)



# TRAUMA RISK MANAGEMENT

TRiM is a peer support programme which began in the British Military. TRiM is designed to assist people who have experienced a traumatic event to deal with it effectively. TRiM Practitioners are non-medical personnel who have undergone specific training allowing them to understand the effects that traumatic events have upon people. They are not counsellors or therapists, but understand confidentiality and are able to listen to what you have to say and offer practical advice and assistance.

As well as recognising and supporting those who are suffering after being exposed to a single, traumatic event, March on Stress also trains TRiM Practitioners to recognise and support those suffering from Type 2 trauma - the effects of repeated, often occupationally related, trauma.

Whether a single event or through repeated exposure, those who experience traumatic events often go through a wide range of reactions from mild to extreme. Some people may find that an incident has little or no effect upon them, whilst others may experience very strong reactions. These reactions can affect their ability to work effectively or impact substantially on their home and social life.

People who have faced highly challenging situations are often concerned about asking for help. They may worry that other people will see them as weak or as a failure if they request support; this is often known as stigma.

However, it is important to understand that asking for help is actually a sign of strength.

There is a lot of support available, some of which is mentioned later in this leaflet, including your organisation's Trauma Risk Management (TRiM) Team.

## What is a Traumatic Incident?

A traumatic incident is one that is outside of an individual's usual experience, which most people would describe as serious or severe and which has the potential to cause physical, emotional or psychological harm.

Repeated, often occupationally related, exposure to a potentially traumatic event is sometimes referred to as Type 2 trauma, with Type 1 trauma being the singular 'major' events. Type 2 traumas can have an insidious effect with deterioration in mental health occurring over a period of time, rather than an 'all of a sudden' reaction which can follow Type 1 traumas. As a result of Type 2 traumas a colleague's behaviour may alter over time in terms of their emotionality and the way they interact with other colleagues or clients/members of the public.

## Key facts about traumatic stress:

- Traumatic incidents can cause psychological distress symptoms in anyone.
- Common symptoms include recurrent and unwanted thoughts or images, feeling emotionally numb or 'on edge' and/or being angry much of the time or feeling as if you do not want to talk about the event as doing so makes you upset. Such symptoms are our normal way of reacting to a highly abnormal event.
- Whilst most symptoms resolve over a few weeks or months, some individuals suffer with persistent and highly impairing symptoms: some times even many years later.

- If you have persistent problems you can benefit from seeking help. Help seeking can restore quality of life and prevent people developing other mental health problems such as depression or dependency on alcohol or prescription drugs.
- Seeking help requires individuals to overcome their fears and speak to someone they trust as a first step. Sometimes just talking about your difficulties can help resolve them. However, in some cases you may need to get professional support.
- Just remembering a traumatic event or occasional dreams about it do not indicate that you are unwell. What matters is whether any symptoms you have interfere with your normal functioning or not. If you feel your level of function has been persistently or severely affected you should seek help. Often the friends and family of those suffering with significant trauma related symptoms can recognise them even if the individual themselves is unaware.
- TRiM Practitioners, as a result of their training, are ideally placed to provide sensible and confidential advice and support. Any discussion you have with a TRiM Practitioner will be conducted in a frank and friendly manner without critique or stigma.

