

Trauma Risk Management (TRiM)

Have you experienced a potentially traumatic event at work
or at home?

How can you make sense of what is happening and how you
might be feeling? Who can you talk to?

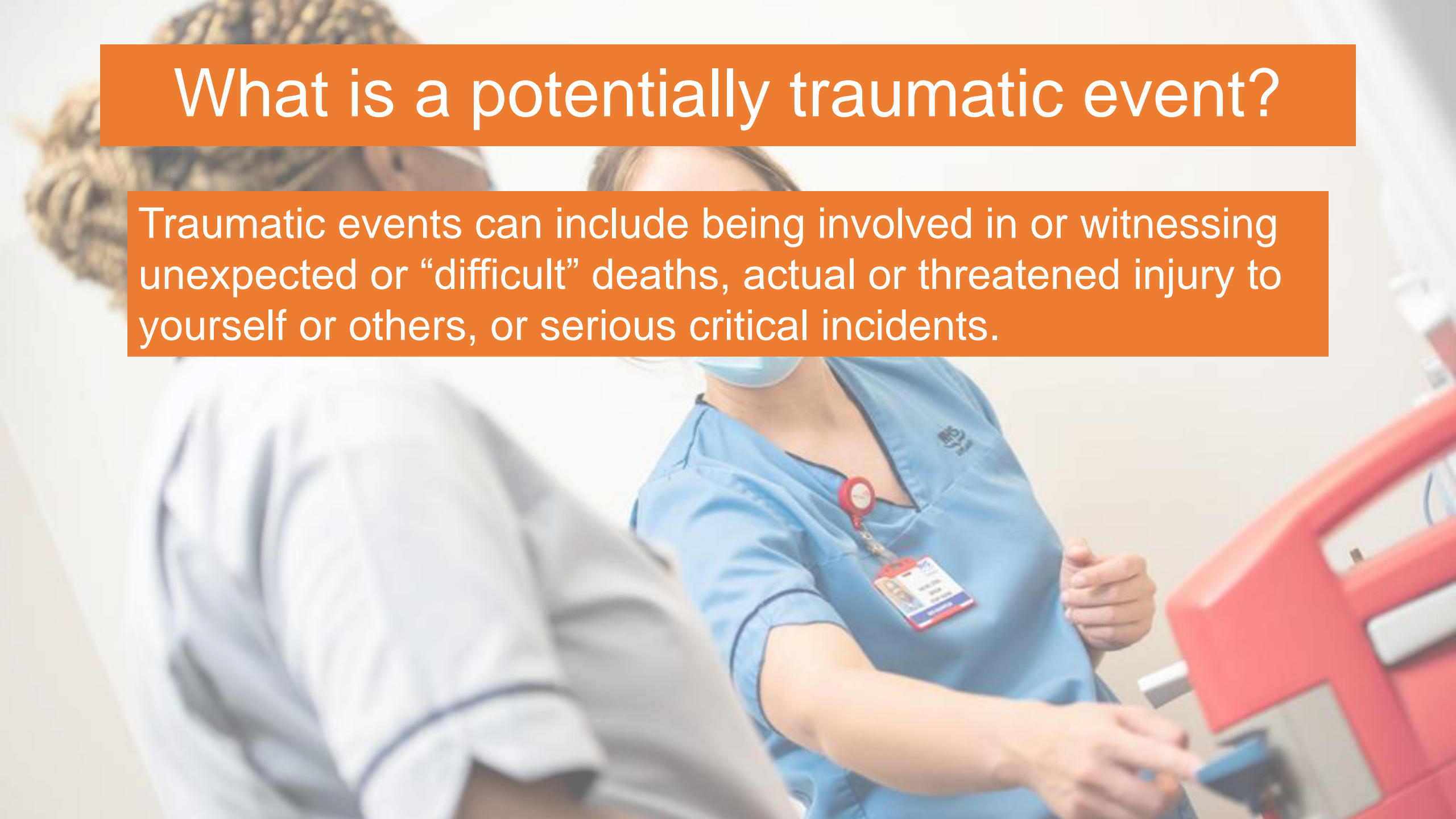


Who is TRiM for?

TRiM is for individuals and teams exposed to psychologically traumatic events, at work or at home.

What is a potentially traumatic event?

Traumatic events can include being involved in or witnessing unexpected or “difficult” deaths, actual or threatened injury to yourself or others, or serious critical incidents.



How might you feel after a traumatic event?

After a traumatic incident we can:

Have feelings of anger, guilt or shame

Flashbacks to this or previous incidents

Physical signs of stress including fast heart rate, palpitations, shaking, stomach ache, feeling on edge, startling easily, poor sleep with dreams or nightmares

These are normal reactions to abnormal events and for most these will settle with appropriate self-care. However, for some the reactions may be more severe and they may need additional support

What is TRiM?

TRiM is an evidence-based peer support program designed to assist individuals and teams who have been exposed to psychologically traumatic events.

TRiM aims to identify those caught up in potentially psychologically traumatic events and reassure them that any reaction they do have is “ a normal reaction to an abnormal event”, provide advice and support them through their psychological “recovery” and if necessary signpost/refer to other services.

Who delivers TRiM?

TRiM is delivered by colleagues from within the organisation who have undergone specialist training to allow them to understand the effects that traumatic events can have on individuals and teams.

How can the TRiM process offer support?

When the TRiM team are alerted to an event there are a number of interventions they may consider depending on the type of incident:

- TRiM briefing as part of an incident debrief – this involves embedding TRiM-trained personnel within a debrief to provide information about psychological trauma and enable people to self-refer for TRiM if they feel they need additional support
- Formal TRiM assessments either individually or as part of a group – this will include those identified by the TRiM team as being particularly “close” to an incident or those who self-refer following a TRiM briefing
- Formal TRiM assessments are performed by TRiM personnel ideally 3-5 days and 28 days after an incident

What does TRiM look like?

TRiM records are confidential and are held securely by the TRiM Managers and Practitioners who are bound by a TRiM code of conduct. They are NOT held by HR or on your personal file. Whilst there are a few occasions when TRiM personnel might wish to speak to your Line Manager the reasons for this would be discussed with you

For further information or to contact the TRiM team please email: gram.trim@nhs.scot