

## Out of Hours Guidance for On-Call Managers/Clinicians Who Support Staff Who Have Suffered a Potentially Traumatic Event

It is advised that all staff on the gold, silver or bronze rotas download a copy of this document and supporting documents and store for ease of access in the event of a potentially traumatic event occurring.

### TRiM (Trauma Risk Management)

TRiM trained staff across Swansea Bay are able to support staff who have experienced a potentially traumatic event. A list of these staff can be found on the Occupational Health & Staff Wellbeing Hub (link below).

This document outlines the responsibility of the out-of-hours gold, silver and bronze rotas in supporting staff who have experienced a potentially traumatic event.

### What is a potentially traumatic event?

According to the Diagnostic and Statistical Manual of Mental Disorders (DSM-5) a traumatic event is defined as:

Being exposed to:

- Death
- Threatened death
- Actual or threatened serious injury
- Actual or threatened sexual violence

By

- Direct exposure
- Witnessing in person
- Indirectly learning of a close relative/friend's trauma
- Repeated or extreme indirect exposure to aversive details of the event(s), usually in the course of professional duties

Examples of potentially traumatic events that have happened in Swansea Bay since the introduction of TRiM are:

- Staff being verbally threatened and physically assaulted
- Staff responding to patient suicide
- Staff attending to the traumatic death of a colleague or patient

## Responsibilities of On-call Managers/Clinicians in the Event of a Potentially Traumatic Event

### Gold and Silver Rotas

Ensure that the Bronze Rota considers a TRiM response to support staff.

### Bronze Rota

Attend the incident and identify an operational manager who has the detail of the event. It is helpful to ensure the details of this person are noted on the TRiM referral form

Compile a list of staff affected by the incident (attached)

Source a TRiM trained member of staff through the list found on the Occupational Health & Staff Wellbeing Hub:

[TRiM Trained Personnel New Layout \(2\) \(1\).docx](#)

(This list is updated on a monthly basis)

TRiM trained member of staff will conduct TRiM Incident Brief (TIB) with staff affected. This aims to support, educate and provide information to staff and normalize the psychological response that they may be experiencing. Manager with detail of incident to be present.

Give the Swansea Bay UHB TRiM leaflet to staff: [TRiM Leaflet SBUHB](#)

Make a referral to the TRiM Co-ordinator via the following link: [TRiM \(Trauma Risk Management\) Referral Form](#)

If no TRiM trained member of staff available ensure the wellbeing of staff affected and give TRiM leaflet.

Further information on TRiM can be accessed via the Occupational Health & Staff Wellbeing Hub:

[Occupational Health and Staff Wellbeing](#)