

## After a referral has been made what happens?



- ✓ 0-24 hrs. Post Incident (Initial stage): TRiM Manager receives referral, identifies and organises a TRiM response with the referrer via a planning meeting.
- ✓ 24-72 hrs (Intervention phase). TRiM team will undertake TiB's and group or individual TRiM assessments.
- ✓ 28 days/3 months (Follow up phase): TRiM follow up sessions will take place with further referral or signposting as required.



## Further Guidance and Support:

NICE Guideline (NG116 Post Traumatic Stress Disorder):  
<https://www.nice.org.uk/guidance/ng116/chapter/Recommendations>

<http://www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helpline/>

<https://the-waitingroom.org/>

### FURTHER INFORMATION

C55 - TRiM Policy



**NHS**

**Birmingham and Solihull  
Mental Health**  
NHS Foundation Trust

# Trauma Risk incident Management (TRiM)

KEY POLICY FLASHCARD

June 2020

## What is TRiM?



- ✓ Trauma Risk management (TRiM): is an evidence-based process to deliver post trauma assessment, provide active monitoring for staff and to triage appropriately for further support as required.
- ✓ TRiM is a peer led process intended to assess your individual response following exposure to a potentially traumatic incident. The process, consisting of a structured discussion and risk assessment, aims to provide support, advice, guidance and signposting and to identify whether you or your colleagues may benefit from further intervention.

## What is involved?

- ✓ Trim consists of a Trauma Incident Briefing (TiB) and individual or group TRiM assessments.

## Who can participate?

- ✓ All BSMHFT Staff, regardless of role or seniority. Those working for BSMHFT for example, as a temporary or contracted staff member/ volunteers / trainees or students, who have been exposed to a potentially traumatic incident whilst performing duties for the Trust.

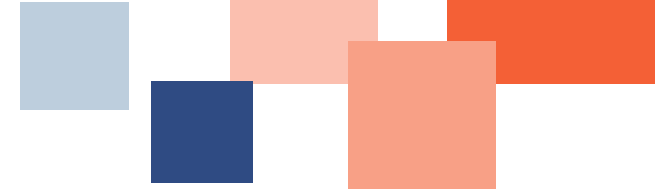
## Who can refer to TRiM?

A TRiM referral should be made in relation to a specific incident in accordance with the criteria above. This should be done as soon as possible or even during an incident, by any of the following:

- ❖ An Executive, Associate or Clinical Director
- ❖ A professional or corporate services lead
- ❖ A service or team manager
- ❖ A TRiM Manager or Practitioner
- ❖ Senior Director / Manager on call (out of hours)

## How can a TRiM referral be made?

Referral is via email to the dedicated TRiM email address [bsmhft.trim@nhs.net](mailto:bsmhft.trim@nhs.net) or for out of hours via the Senior Director on Call.



## Examples of incidents that could benefit from a TRiM response:



- ❖ Death and threatened death to staff or patient, including suicide
- ❖ Actual or threatened serious injury to staff or patient
- ❖ Serious actual or threatened violence including hostage / kidnap situations
- ❖ Serious actual or threatened abuse, injury, or death of a child
- ❖ Near misses in relation to any of the above
- ❖ Any incident where the circumstances are so unusual or the sights and sounds so distressing, resulting in high levels of immediate or delayed emotional response