

European survey: Managing trauma in the police service

A) RECRUITMENT

Your prospective employee is entering a workplace where there is a higher than average risk of them being involved in a traumatic incident.

1. Please describe the control measures that are in place on recruitment to the service

(Double click box and then select "checked" to indicate use)

- Pre Employment Medical Questionnaire asks for history of mental health issues
- Psychometric tools test for resilience to stress
- No measures in place at recruitment stage

Other (please specify)

B) PREPARING FOR TRAUMATIC INCIDENTS IN THE WORKPLACE

The following questions ask about the proactive measures that you have in place for managing psychological trauma in the workplace.

1. Please indicate which of the following written information is available to employees

(Double click box and then select "checked" to indicate use)

- Trauma management / support policy
- Procedures for managing post traumatic stress
- Post incident procedures
- Sickness absence policy
- Stress management policy
- Information on Post Traumatic Stress on the intranet
- Information leaflets on Post Traumatic Stress
- Information on support services

Other (please specify)

2. Please indicate the relevant training that you provide to operational personnel in the areas of managing post traumatic stress and traumatic incidents.

(Double click box and then select "checked" to indicate use)

- Line managers are trained in group defusing techniques
- Line managers are trained to support individuals post incident
- Personnel receive Post Traumatic Stress awareness training
- None

Other (please specify)

C) POST INCIDENT

This next question asks about your response to a potentially traumatic incident.

1. Do you offer any of the following interventions to INDIVIDUAL PERSONNEL following their involvement in a potentially traumatic incident?

(Double click box and then select "checked" to indicate use)

- One to one supportive intervention by a trained manager
- One to one supportive intervention by a trained peer
- One to one interventions by a mental health professional
- An intervention such as TRIM or SPOT (please specify below in the comments box)
- None of these

Other / Comments

2. Where appropriate, do you offer a GROUP INTERVENTION (such as a defusing or a critical incident stress debriefing) to personnel involved in a traumatic incident?

(Double click box and then select "checked" to indicate use)

- No

Yes, please tell us which model you use, e.g. Mitchell, Dyregrov, in the box below

Comments

D) VULNERABLE ROLES

Operational roles that involve constant, specific repetitive exposure to traumatic incidents may be referred to as vulnerable roles. Examples of these include child protection officers, hostage negotiators, undercover operatives and staff involved in prolonged incidents.

1. Please indicate any proactive control measures that are in place for such roles.

(Double click box and then select "checked" to indicate use)

- Pre-employment psychometric screening for mental health issues
- Pre-employment medical questionnaire asks about mental health history
- Pre-employment mental health assessment
- Training on post traumatic stress on induction
- Training on vicarious trauma on induction
- None

Other

2. Please indicate any ongoing support measures that are in place for such roles.

This page considers a range of interventions that personnel are able to access via their employer as and when required

(Double click box and then select "checked" to indicate use)

- Regular training on self-care and mental health issues
- Regular team meetings with a focus on self care
- Regular monitoring by occupational health, welfare or other mental health worker
- Limited tenure of post
- None

Other (please specify)

E) ADDITIONAL SUPPORT SERVICES

This page considers a range of interventions that personnel are able to access via their employer as and when required.

1. Which of the following additional services does your organisation make available for the personnel who may need them?

(Double click box and then select "checked" to indicate use)

- Daytime access to crisis support from mental health worker
- 24/7 access to crisis support mental health worker
- In-house mental health worker
- External mental health worker
- Cognitive behavioural therapy
- Eye movement desensitisation and reprocessing (EMDR)
- Supportive counselling
- Psychotherapy
- Psychiatric support
- Short term therapy (less than 6 sessions)
- Longer term therapy (6 to 12 sessions)
- Unlimited access to therapy
- Anger management (group sessions)
- Anger management (individual sessions)
- Stress management (group sessions)
- Stress management (individual sessions)
- Family support
- Police chaplain
- None

F) EVALUATION AND REVIEW OF TRAUMA SUPPORT SERVICES

Please tell us about the measures that are in place to evaluate and review the effectiveness of the services you have described in this questionnaire.

1. The trauma support services are monitored through

(Double click box and then select "checked" to indicate use)

- User satisfaction questionnaire
- Gathering statistics that reflect trends in sickness absence due to mental health issues
- Focus groups
- Anonymous feedback on intranet

- Regular review of services by Human Resources
- Review of lessons learned (relating to the provision trauma support service) following major incident
- Feedback from managers
- Feedback from employees on leaving the service
- Feedback from employees on leaving a vulnerable role
- None

Other (please specify)

G) ABOUT YOU

These final questions ask about you and your particular organisation. They give you the opportunity to be informed of the results of this survey and to participate in further research if you wish.

1. In which country is your organisation based?

2. THESE QUESTIONS ARE OPTIONAL

Please tick the appropriate boxes

(Double click box and then select "checked" to indicate use)

- I would like to be informed of the overall results of this survey
- I would like to be kept updated on the work of the ESTSS task force via email / newsletter
- I would be willing to participate in further research for the ESTSS
- I wish to have no further contact from the task force

My name and contact details (Optional)

THANK YOU FOR TAKING PART IN THIS SURVEY

Completed surveys should be returned via

Email (attachment) to liz.royle@pathwaysthroughtrauma.co.uk

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