




Trauma Risk Management (TRiM)

This brochure refers to the methods
we use during TRiM Training.

info@saltservices.co.uk 

+44 (0)131 510 0321 



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How can I recognise a case of Trauma?

A traumatic event is an incident that causes physical, emotional, spiritual, or psychological harm.

The person experiencing the distressing event may feel threatened, anxious, or frightened as a result.

Who needs to be TRiM trained?

All organisations can benefit from a TRiM training programme.

However, there are some industries that would benefit more than others such as the emergency services, security firms, the military and healthcare professionals.

TRiM training has a positive impact on many organisations in multiple ways. It creates a feeling of care and value for everyone involved and builds trust between the employees and employers. It can also help reduce the number of sick days and therefore help an organisation be more productive and profitable.



What is the definition of TRiM?

The early intervention for supporting individuals, by helping them process and talk about a traumatic event is the practice of Trauma Risk Management (TRiM).

The first step to helping someone in your working environment when they are facing or have faced a traumatic experience is to identify the problem.

The people that are trained to do that effectively are called TRiM practitioners. They create an environment of confidentiality, where individuals can receive valuable advice. This system can be highly effective when implemented from peer to peer.



How do you **manage** trauma risk effectively?

To manage trauma risk effectively, it is imperative to train the right people.

Usually, the most skilled and suitable people to handle these types of circumstances and incidents are the Human Resources professionals or those who have managerial roles, which ultimately means that they know how to talk to people and make them feel comfortable and safe.

Please take into consideration that TRiM does not necessarily end with one discussion or a one-time intervention, it can be an ongoing process, which needs to be treated accordingly. It is highly recommended to integrate TRiM into your overall business strategy to have the highest level of impact.



Two Levels of Training: TRiM Practitioners and TRiM Managers

The TRiM Practitioner's training lasts for two days. It includes the methods to:

- Identify trauma
- Organise a TRiM meeting
- Build a safe space to open dialog
- Carry out assessments
- Develop Active Listening skills

The TRiM Manager's training also lasts two days. It is a prerequisite to have completed the TRiM Practitioner's course. It includes the methods to:

- Plan and supervise responses to traumatic experiences
- Support TRiM Practitioner's
- Keep Practitioners up to date
- Help apply best practice
- Coordinate records to TRiM follow up assessments
- Liaise with other departments as necessary



What does a Risk Assessment entail?

Initially, there is a meeting between the person of interest and the practitioner.

This process is advised to take place 3 days after a traumatic event in order to maximise its effectiveness. Risk factors are measured based on their severity.

The practitioner guides the interviewee in a supportive and informal way through a structured process. TRiM trained individuals are taught how not to re-traumatise. The practitioner provides advice on coping and the support mechanisms available.

At the one-month point, the TRiM practitioner conducts a second risk assessment and makes a comparison of the 72-hour and one-month scores and how people appear to be coping. Research shows that four to six weeks after a traumatic event most people begin to recover having been given access to coping strategies.

The Benefits of TRiM Training

- **Moral Support to your employees**
- **Elimination of the stigma and discrimination associated with Mental Health**
- **Creates a sense of togetherness**
- **Reduces Sick Leave**



- **Increases Employee Retention**
- **Builds Resilient Workspaces**
- **Helps support your legal obligation in the duty of care**
- **Improves General Management**



TRiM training has a positive impact on many organisations in multiple ways.



THANKS FOR READING

GET IN TOUCH

To learn more about pricing and
booking, please contact us directly.

info@saltservices.co.uk 

+44 (0)131 510 0321 

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