



Police Traumatic Events Checklist (PTEC)

CASE STUDY:

For forces deciding how to use PTEC



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AIM

The aim of this case study is to offer some insight into experiences and areas of UK policing implementing PTEC, the value, the impact, the lessons learned, and the opportunities and challenges ahead. The intention is for this evaluation to provide forces with a user-based and realistic look at the commendable trauma management initiatives using PTEC in 2023 and beyond.

PTEC is a tried and tested tool that has the potential to change the face of trauma management in UK policing from the ground up: from individuals' wellbeing to the HMICFRS' commitment to monitoring how officer's and staff are protected in their work.

The science behind PTEC's creation demonstrates that trauma exposure is common ground. It may provide forces with their first evidence of officer's and staff experiencing and managing trauma successfully in within the force resources in place.





This example shows how PTEC was experienced in a particular force as a tool for forces deciding on how to use PTEC.

HOW THE STUDY WAS DONE





The force Wellbeing Team completed the initial risk assessment using the Force Systems Guidance. Luckily, the force Leadership Team had committed to integrating PTEC into standard operational processes at all 5 tiers of leadership for 2024, as outlined in The College of Policing's new Police Leadership Standards, which is now a whole force approach.

Support for the integration of PTEC as part of operational policing is top-down, with the Chief Officer agreeing to it's implementation through the Leadership Training Team. This force has top-down, bottom-up reporting across the force.

PTEC Implementation

-  Conducted a risk assessment for not implementing PTEC.
-  Shared resource concerns for Wellbeing delivering PTEC in isolation.
-  Introduced PTEC to leadership training.
-  Briefed leaders for authorization to implement force-wide, centrally.

PTEC Evaluation: How did the risk assessment help leadership?

-  Assessing risk of using (or not using) PTEC raised strategic confidence in trauma management by addressing concerns and revealing new solutions for longstanding problems or barriers.
-  The risk assessments were experienced as easy to complete, resulting in swift but sound decision-making.
-  The process highlighted the value for others in leadership teams themselves being comfortable with and confident in how PTEC can improve trauma management.
-  Having conducted risk assessments enabled a more confident approach to the Chief Officer to plan for PTEC to be integrated force wide as part of a central process.

MAIN FINDINGS

Risk assessments will look very different for each force: and that's ok

- By completing a risk assessment, each force gets time to think about their own local situation, resources, processes and people.
- It gives leadership the chance to make PTEC their own.

Cultural considerations: fears and concerns

- It is important to be honest (early) about uncomfortable concerns of PTEC being mis-used and exploited, particularly given any wider atmosphere of skepticism and cynicism in policing.
- Cultural considerations are harder to risk-assess if the assessment is completed at lower ranks.
- It is beneficial to overtly remind decision makers that PTEC comes from officer's own voices. It is important to fully understand that PTEC has been created using officer's own voices (1531 people, to be exact) using a statistically rigorous approach to bring to light the reality of what is already experienced on the front line. PTEC is not derived from academia or the institution, it is a record of very real human experience.
- There is a fear that PTEC could be misused as a tool to identify individual vulnerability. In fact, PTEC does the opposite because it only identifies common vulnerability and has the potential to also flag to individuals where their unique resiliences are. These traumas represent 75% of policing's worst traumas, and yet some individuals will find some more easy to manage than others at any one time.

Resources

- The Wellbeing Team's view was that individuals who use PTEC will reduce the burden on wellbeing teams to cajole and convince individuals that trauma deserves to be managed - and that this can support initiatives like TRiM, which spends a lot of resources on coordinating reaching out to those involved in an incident.
- It was agreed by both the Wellbeing and Leadership Training Team that PTEC is an opportunity to promote what support a force is already offering around trauma support. It doesn't generate more need, it just informs signposting.
- There was also a reflection that sometimes knowing that the force is there and leaders acknowledge the impact of trauma is enough to improve resilience.

How PTEC can support leadership

- PTEC uses science and evidence base as tools to equip leaders with confident messages of trauma management and PTSD resilience in the workplace.
- This needs to address long term aims and culture: it goes against the hands-off approach to trauma management.
- Risk assessments can give piece of mind that many common concerns are legitimate and surmountable, such as raising the profile of trauma or Occupational Health demand.
- Collecting data through all 5 levels of leadership on how PTEC is used means that forces can provide an evidence base to escalate national responsibilities for trauma monitoring at NPCC level and by presenting findings to the HIMCFRS.

Leadership models for PTEC

Integrate data flow of PTEC through the stages, upwards, with clear accountability and reporting at each stage 1-5, for example:

- Stage 1** Receiving training in PTEC and feeding back on how it is to use it.
- Stage 2** Receiving training in PTEC and feeding back on how it is to use it.
- Stage 3** Collating feedback and analysing areas for concern, reporting to Level 4.
- Stage 4** Tackling areas of concern, engaging with other areas of force business to smooth out processes, identifying easy-to-resolve issues as well as those which need escalation or more resource, reporting in to level 5.
- Stage 5** Making strategic decisions about how PTEC can support the force's vision for trauma management, collating information and experiences to demonstrate to others how PTEC can be successfully applied and what lessons can be learned locally, reporting at a national level on the implications of better trauma management for UK policing.



PTEC can support leadership

- PTEC uses science and evidence base as tools to equip leaders with confident messages of trauma management and PTSD resilience in the workplace.
- Training in how to use PTEC within teams is vital for individual users, peers and managers to appreciate its benefit as a tool to ease work pressure, not to increase administration.
- If integrated into wider data collection on sickness and resilience, PTEC may provide forces with their first evidence of officer's and staff experiencing and managing trauma successfully with the force resources already in place.

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