

Police Traumatic Events Checklist

A GUIDE FOR SUPERVISORS
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It's not what you've seen, it's how you've been *treated by the organisation...*

TRIM PRACTITIONER AND WELLBEING LEAD



WHY THIS GUIDANCE

Line management is vital for trauma resilience in policing as well as the military and other emergency services. Yet, with fewer resources and places to chat, more single crewing and changing shift patterns, opportunities to cultivate sensitive conversations can be rare. PTEC can be used by supervisors *alongside and with individuals* as a structured 'way in' to conversations that recognise the difficult incidents that happen. PTEC can support signposting or watchful waiting (regularly monitoring trauma effected individuals who are not currently having clinical intervention) as recommended by the National Institute of Clinical Excellence (NICE).

PTEC IN PRACTICE

- PTEC is a **visual tool** for managers to understand their team's trauma load, potential triggers and the conditions that effect their trauma management in one step
- PTEC helps identify areas of individuals' **resilience as well as vulnerability**, identifying those who might need support, as well as those who may be able to support others
- Regularly using PTEC in teams enables managers to work with the reality that an event might be traumatic for someone on **one day**, and not all on another day
- PTEC enables managers to be more diligent about the **situational factors** of an event that might otherwise go unnoticed (eg victims resembling a loved one)
- The diverse range of events represented on PTEC reveals to managers **common place traumatic events** that may not be picked up by TRiM (eg suicides)
- PTEC helps to divert attention from medicalising trauma towards practicing self-care and being part of a **trauma-informed team**
- PTEC can open managers' eyes to the potential impact of officers' **previous roles**
- Applying PTEC might open **new opportunities** for handovers, job allocation, sickness monitoring, Occupational Health referrals, and even team building.

"[My manager] wants me to be OK, but he can't deal with me *not being OK*"

FORMER COMMS OPERATOR, NOW WELLBEING COORDINATOR

KEEP IN MIND

PTEC eases the pressure of feeling the need to be a therapist as well as a good manager. It encourages a shared responsibility between officer and manager to manage trauma. PTEC clarifies whether sign-posting is needed and supports a "watch-and-wait" approach. It opens up natural conversations about common place occurrences on the job. You don't need to use PTEC yourself to help others use it. PTEC isn't about 'top trumps' or badges of honour: it's about sharing common experience and allowing yourself and others to feel connected when you (or they) may need it most.

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