

Building an effective Trauma
Programme
for your organisation



EAGLE PRECISION

Consultancy



WHO WE ARE

Eagle Precision Consultancy are
Business Quality Compliance and
Wellness at Work experts!

We provide robust and workable
solutions for all your compliance and
workplace wellness needs!



OUR EXPERTISE



- Registered Health Professional
- Qualified Health and Safety Professional
- National & Regional Manager quality roles roles
- Health & Safety Management and Workplace Wellbeing roles
- Facilitation and educator experience
- Vast Project management experience
- Experienced Policy Writer with expert formatting

Kat Swain-Director



OUR EXPERTISE



- Registered Health Professional
- Workplace Wellness expert
- Professional counsellor
- Government Wellbeing roles
- Previous Suicide Awareness Clinician
- Trauma Policy implementation
- Workplace Wellness facilitator

Tina Milne

A composite image featuring several hands of different skin tones cupped together, holding a small globe. The globe is covered in gold coins, and a small green tree grows from the top of the globe. A black butterfly with orange markings on its wings is flying above the tree. The background is a soft, out-of-focus light blue and green.

What-Why-How?



What is Trauma?

"Trauma is when we have encountered an out of control, frightening experience, that has disconnected us from all sense of resourcefulness, safety, coping, or love."

Tara Brach, 2011

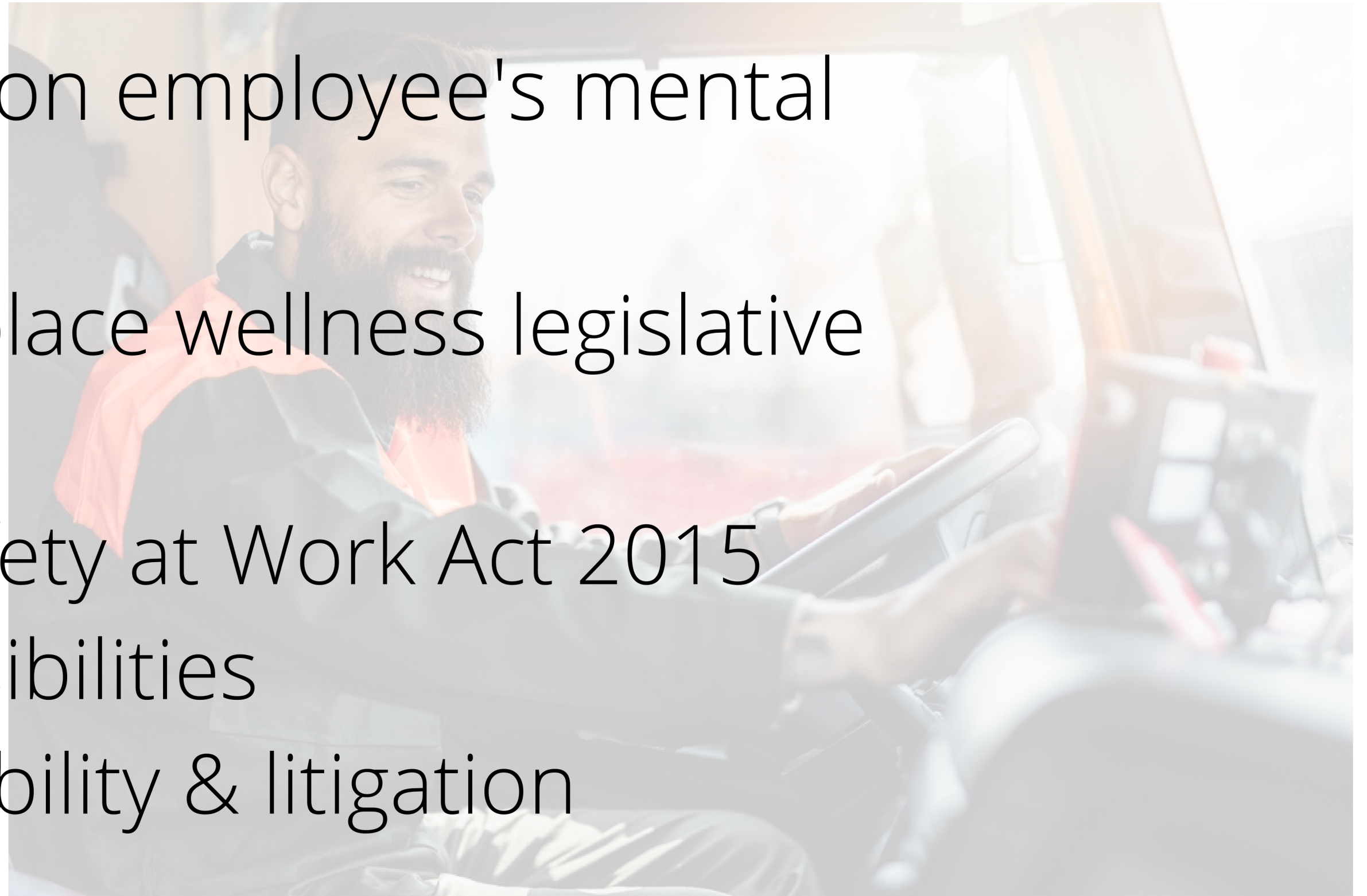
Types of trauma

- Interpersonal Trauma
- Cumulative trauma
- External trauma
- Developmental trauma
- Historical Trauma



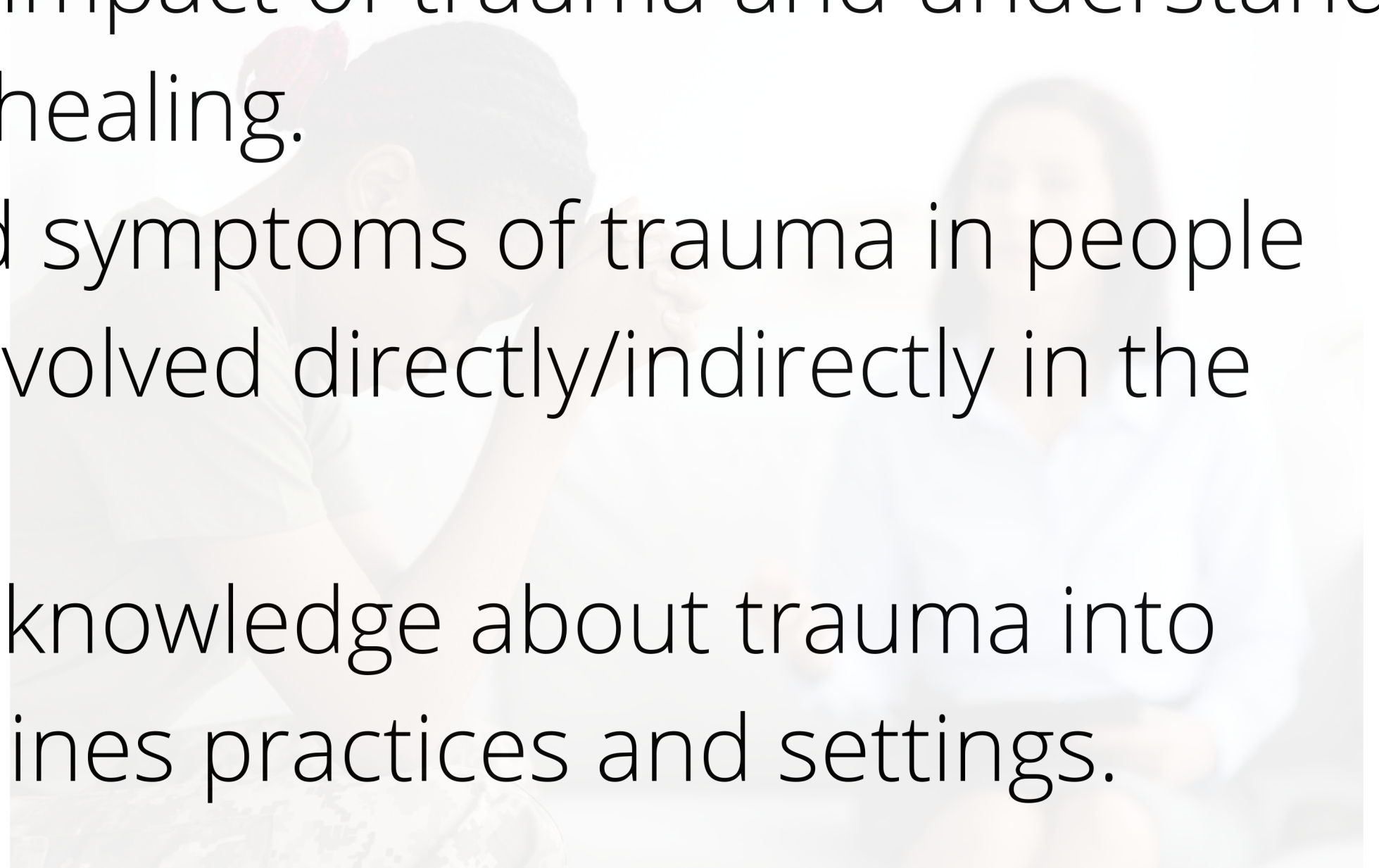
WHY do we need a Trauma Programme?

- Lasting effect on employee's mental health
- Meeting workplace wellness legislative requirements
- Health and Safety at Work Act 2015
- PCBU Responsibilities
- Avoiding culpability & litigation



WHY-We support a trauma informed system

- We realise the widespread impact of trauma and understand the potential pathways for healing.
- We recognise the signs and symptoms of trauma in people their whanau and others involved directly/indirectly in the system.
- We respond by integrating knowledge about trauma into policies, procedures, guidelines practices and settings.



Trauma informed care

Trauma informed care provides:

- The foundation for basic understanding of the psychological, neurological, biological, social and spiritual impact that trauma and violence have on people.

Leadership

Trauma Informed organisations need leaders that:

- Initiate organisational change consistent with trauma policies.
- Develop strategies for strengthening trauma practice over time.
- Consider resources, organisational capacity, and workplace pressures when developing trauma information practices.
- Recognise all people contribute to trauma informed practices at organisational level.



How do we do this?



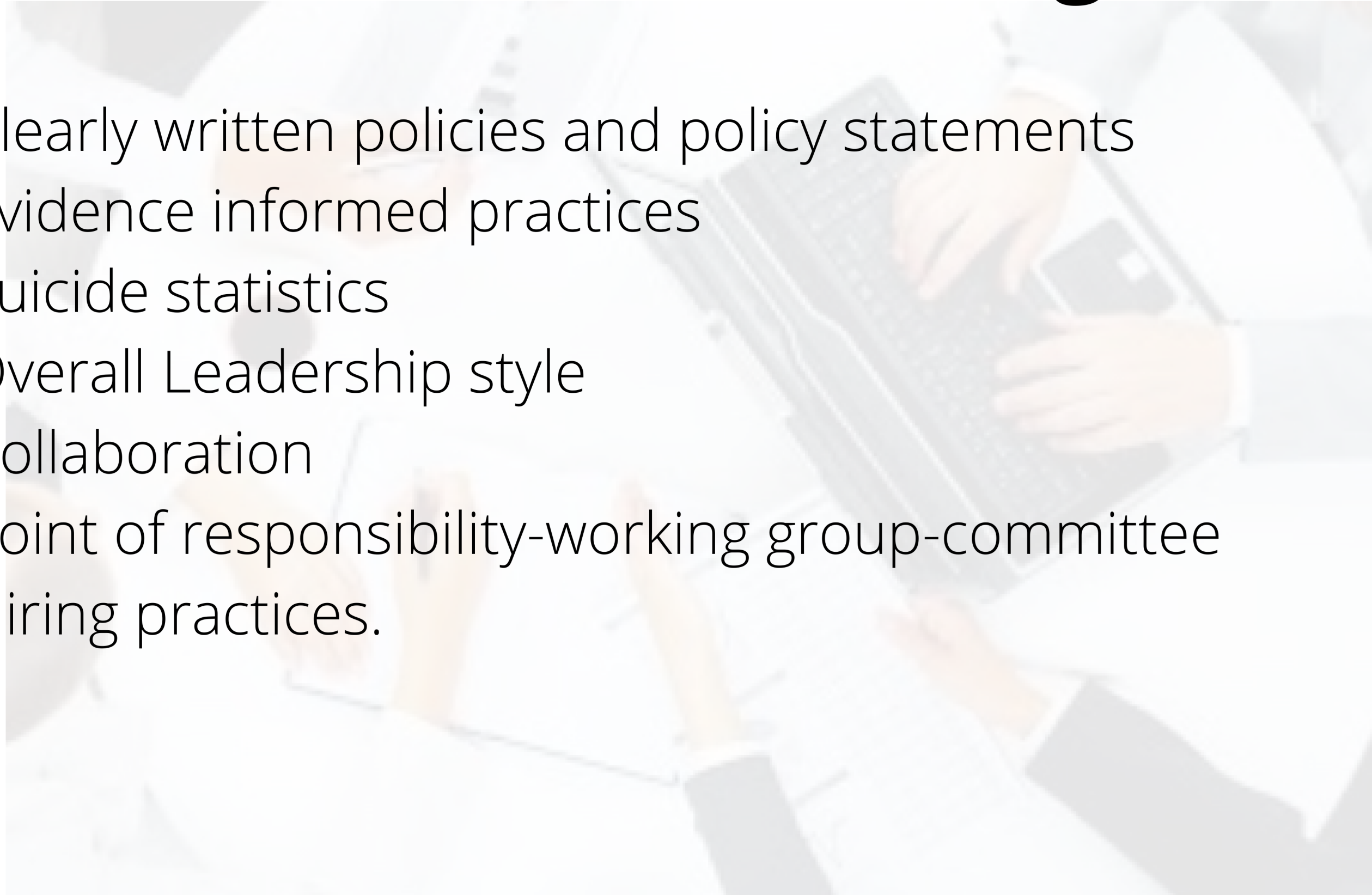
What we can do for you...

- Develop your trauma policies and trauma programme.
- Guide your programme implementation.
- Develop and present psychological wellbeing workshops.
- Develop peer support programmes.
- Culturally appropriate.



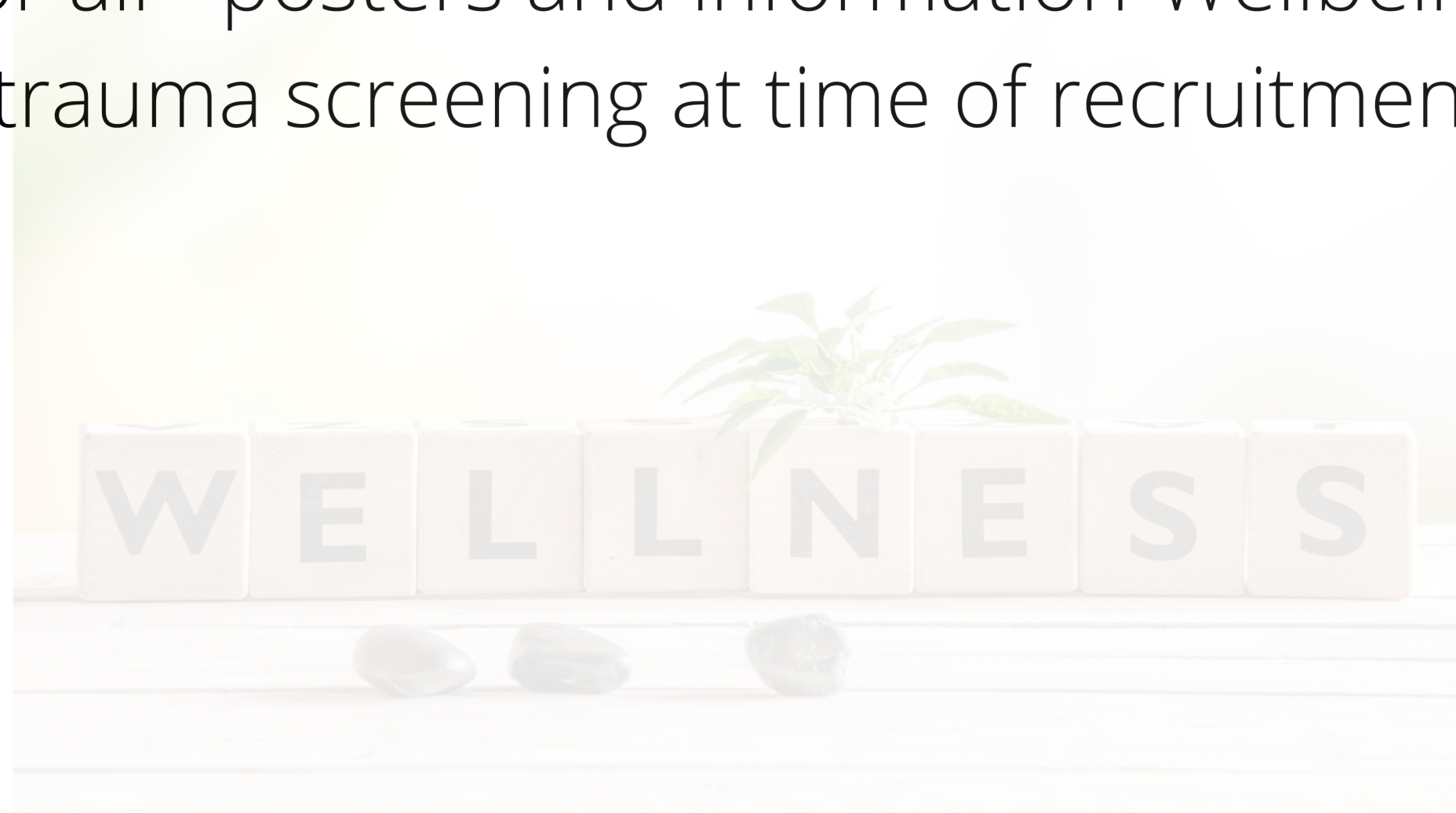
Elements of a Trauma Programme

- Clearly written policies and policy statements
- Evidence informed practices
- Suicide statistics
- Overall Leadership style
- Collaboration
- Point of responsibility-working group-committee
- Hiring practices.



Elements of a Trauma Programme

- Training package - mental health and trauma awareness
- Peer Support / referral process
- Supervision for peer support person
- Support for all - posters and information-Wellbeing App
- Induction trauma screening at time of recruitment.



Trauma Services

Four tiers of trauma support

1. Peer Support-staff trained in trauma escalation-chaplaincy-GP Services-EAP/VITE- self referral -IWI Liaison-manager-H&S-unions.
2. Clinical Psychologist- contracted to the organisation.
3. Compulsory referral to Clinical Psychologist-for those in attendance at high-end fatality events etc. Injury management liaison.
4. Psychiatrist-as a means for any ACC related psychological harm claims i.e., PTSD.

Other Considerations

- Location of services-private, safe confidential warm and inviting space.
- Programme is aligned with organisation critical risk management strategies.
- Culturally appropriate.
- Privacy and confidentiality.
- Duty of care limitation.





Thank you for listening!

any questions?

www.eagleprecisionconsultancy.com



Excellence



Accountability



guidence



Leadership



Empathy