




NBT Staff Trauma | Support

Whether you work on the frontline, or do invaluable work behind the scenes, our work is all about making a meaningful difference to our patients' lives. Often this can be rewarding and fulfilling, but we also know this work can be stressful, complex and uncertain. At times, this may challenge our sense of physical and/or psychological safety, act as reminders of challenging prior events, and may lead to symptoms of trauma.

We are here to support you in the following ways:




Accessing support via datix

When completing a datix following a challenging incident at work, colleagues can tick the box for 'Staff Trauma | Support'. This will alert the Staff Psychology Team who will then contact all colleagues involved in the incident to offer support. In most cases, the first line of support offered will be a peer-to-peer check in. →




Peer-to-peer check-in

Our network of [Staff Trauma | Support Practitioners](#) can offer check-in conversations following challenging situations at work. During the check-in, you may be offered a follow-up, or signposted to specialist services if needed.




Psychology-Facilitated Debrief

We can provide psychology-facilitated debriefs to teams following challenging incidents at work. This is a safe, supportive space to come together and reflect on the team's experiences. Facilitators will guide colleagues through the facts of the event, reactions, and ways to promote self- and team-care.




Trauma consultation session for managers and teams

We offer consultation, guidance, and support to managers and leaders, as well as psychology-facilitated group debriefs where appropriate following a significant event. We can also explore other preventative and responsive factors that may support you and your team, should an event arise.




PITSTOP Training (90 mins - 1.5 CPD hours)

As part of StartWell>EndWell, this training session focuses on how to run a peer-to-peer PITSTOP (hot debrief) following a challenging incident. PITSTOPS provide opportunities for teams to reflect, connect, check-in on how we are doing, and how we can support each other.



Trauma Awareness Training (90 mins - 1.5 CPD hours)

This session provides guidance on recognising the impact of the work we do, increasing understanding of normal reactions to challenging events in ourselves and/or colleagues, and practical approaches to self-care, team-care and specialist support.



Specialist 1-to-1 Psychological Support

We provide evidence based psychological interventions on an individual basis for colleagues experiencing longer-term effects of work-based trauma.

“ You do an **extraordinary** job - your day, is not normal, by many many people's standards ”

