

**FREE**

**Invitation to train in Psychological First Aid and Post Incident Debriefer Facilitator Training.**

**Introduction**

In response to the ongoing stress and trauma experienced by staff in response to COVID and other untoward incidents the hub has commissioned two training blocks to create a total of 24 debrief facilitators within the WY and H care partnership. There is system wide recognition that we are expecting demand on this type of intervention to increase. Whilst there are already pockets of great work to support staff across the system there is currently not enough capacity and capability.

We aim to create a community of facilitators that are co-ordinated and supported by the hub but also have autonomy to develop interventions within their own organisations and team.

As such, we are looking for partner organisations to nominate pairs of staff ( guidance requires debriefs to be conducted by two facilitators) to be trained on behalf of their organisation to offer debrief within their systems but also to offer debriefs to the wider care partnership as co-ordinated by the hub.

Dependent on demand and the size of the organisation we may be able to offer more than the minimum of two places.

**What is Post Incident Facilitator Training?**

There are many different names and models in circulation. You may have heard of TRiM, Critical Incident Stress management and Psychological Debriefing to name a few. Essentially there are some distinct differences but also many shared commonalities. You may have heard in particular that Psychological Debriefing is specifically not recommended by NICE guidelines. Psychological debriefing research was a 1:1 intervention based on immediate and deep emotional processing of a trauma incident. Subsequently this had been found to potentially interfere with the natural processing of trauma and could do more harm than good.

Post Incident Facilitation is a group intervention. It is aimed to mobilise connections and peer support following a serious and distressing incident. By sharing experiences, coping strategies and reactions to the event the emphasis is on creating a supportive conversation that destigmatises trauma reactions, creates a shared understanding, builds team support and where needed encourages early signposting to more specialist interventions. All these factors have been shown to be helpful to staff following experiencing potentially traumatic events.

**Course Content (5 days)**

The course will be provided by Tidal Training (<https://www.tidaltraining.co.uk/course/post-incident-stress-debrief-and-psychological-first-aid/>). It is level 3 accredited by (Highfields Awarding Body for Compliance).

It is currently offered remotely. In two components.

* Psychological First Aid ( 2 days)
* Post Incident Stress Debriefer facilitator training (5 days)**Programme objective and content**

The aims of this programme are to facilitate an appreciation of the complex range of symptoms that a person can experience when stressed whilst also examining the reasons why people experience and deal with stress differently.

It will then enable the learners to recognise and manage their own stress through a range of validated techniques that build both resilience and improve coping. The programme will also support the development of a range of knowledge skills that will allow learners to offer aid in critical incidents and then to facilitate the debriefing of those that may be stressed from involvement with traumatic events.

This programme includes content on: understanding stress and an individual’s response to stressful situations, coping with stress, stress at work, emotional intelligence, mindfulness, stress debriefing, communication skills, therapeutic group work skills, the role of the cognitive triad and negative thinking, psychological first aid and effective reporting.

By the end of this course, learners will be able to:

* + Define what stress is
  + Explain what is meant by stress and work-related stress.
  + Identify the symptoms of stress
  + Explain the typical causes of stress in the workplace and at home.
  + Undergo a stress risk assessment.
  + Understand the importance of controlling stress and know how to cope with stress when it arises
  + Identify what changes can be made in the workplace and at home in order to deal with the causes and effects of stress
  + Understand more about stress debriefing and how that can help
* Experience what it feels like to be involved in a post incident stress debrief and how as individuals people can safeguard each otherThis training also introduces a range of practical techniques that individuals can use to deal with stress and reduce it to a manageable level as well as providing a framework for the understanding of Post Incident Stress Debriefing (PISD) and the structure of the group format.

**Course Dates**

* Cohort 1: 28th, 29th June, and 5th, 6th, and 7th July.
* Cohort 2: 23rd, 24th, 29th, 30th September, and 1st October.

**Roles and Responsibilities of the hub**

* To commission and quality assure the training on behalf of ICS
* To finalise the list of delegates based on achieving a diverse spread across the system.
* Managing the ‘on boarding’ of delegates to the training.
* To co-ordinate a system wide peer support network that supports staff across the ICS beyond what is available and in existence at place
* To co-ordinate a learning community including supervision and CPD bi-annually to ensure the ongoing safe practice of facilitators
* To develop on behalf of the system information materials to support the debrief process such as information on trauma reactions and signposting to specialist support.

**Place Based Roles and Responsibilities**

* To consider the relevance and ability for nominated staff to use the training in their existing role.
* To identify and nominate staff that are suitable for the course and can fulfil the role on behalf of the WYH care provider partnership.
* To ensure the nominated individuals have the capacity to attend the training, subsequent CPD and are available to respond to debrief requests across the ICS system at short notice (72 hours – for a 3.5 hour session).
* To notify the hub of staff movements so an accurate record of trained facilitators can be maintained.

**When nominating your organisation and individuals please consider your ability to fulfil the following commitments**

* Ability to support 2 individuals to undertake 5 day training
* Capacity to attend the full five day training over fixed dates (cost of training will be charged to organisations who fail to complete the training)
* Once trained facilitators will be expected to attend at least 2 supervision/ CPD events per year to maintain their practice
* Capacity for trained facilitators to respond to 2-3 debriefs annually (remotely or face to face) across the system within 72 hours of the request being raised.

**For consideration when nominating individuals**.

The full range of professionally qualified and experienced staff from non-professional backgrounds can apply. There are no pre-requisite requirements for attending training. However the following competencies and attributes will be helpful in selecting staff that will both enjoy and fulfil their new role. If you are from a larger organisation it may be worth having at least one experienced psychologists/ psychological therapist or mental health nurse specialising in trauma attend as their skill set will support others undergoing the training. In addition consider the following

* Their current role allows them to work responsively as required
* The skill set should include ability and willingness to facilitate staff groups in a containing way
* Ability to listen to and validate potentially emotional material in a group setting.
* Ability and willingness to learn about trauma and trauma reactions.
* Willingness and ability to free up a half-day session within 72 hours to work into a range of different partner organisations across the system.
* Willingness to use supervision structures and look after themselves when hearing emotional material.
* Willingness to work with a range of different co-facilitators

**Process of finalising cohorts**

* Individuals from organisations will complete the attached form including a 700 word (max) expression of interest by the deadline on the form
* Al individuals will have manager agreement and sign-off within the form.
* The hub will notify successful individual and organisations within a week of the deadline.
* Selection will be based on aspiring to a diverse and evenly spread network alongside what is written in the expression of interests and relevance to role.
* In the event of over subscription the hub will manage a waiting list for future training cohorts.

**Further Questions**?

Please contact

Kerry Hinsby/ Nigel Wainwright

Clinical Leads WYH Staff Mental Health and Wellbeing Hub

[K.hinsby@nhs.net](mailto:K.hinsby@nhs.net)

[nigel.wainwright@nhs.net](mailto:nigel.wainwright@nhs.net)