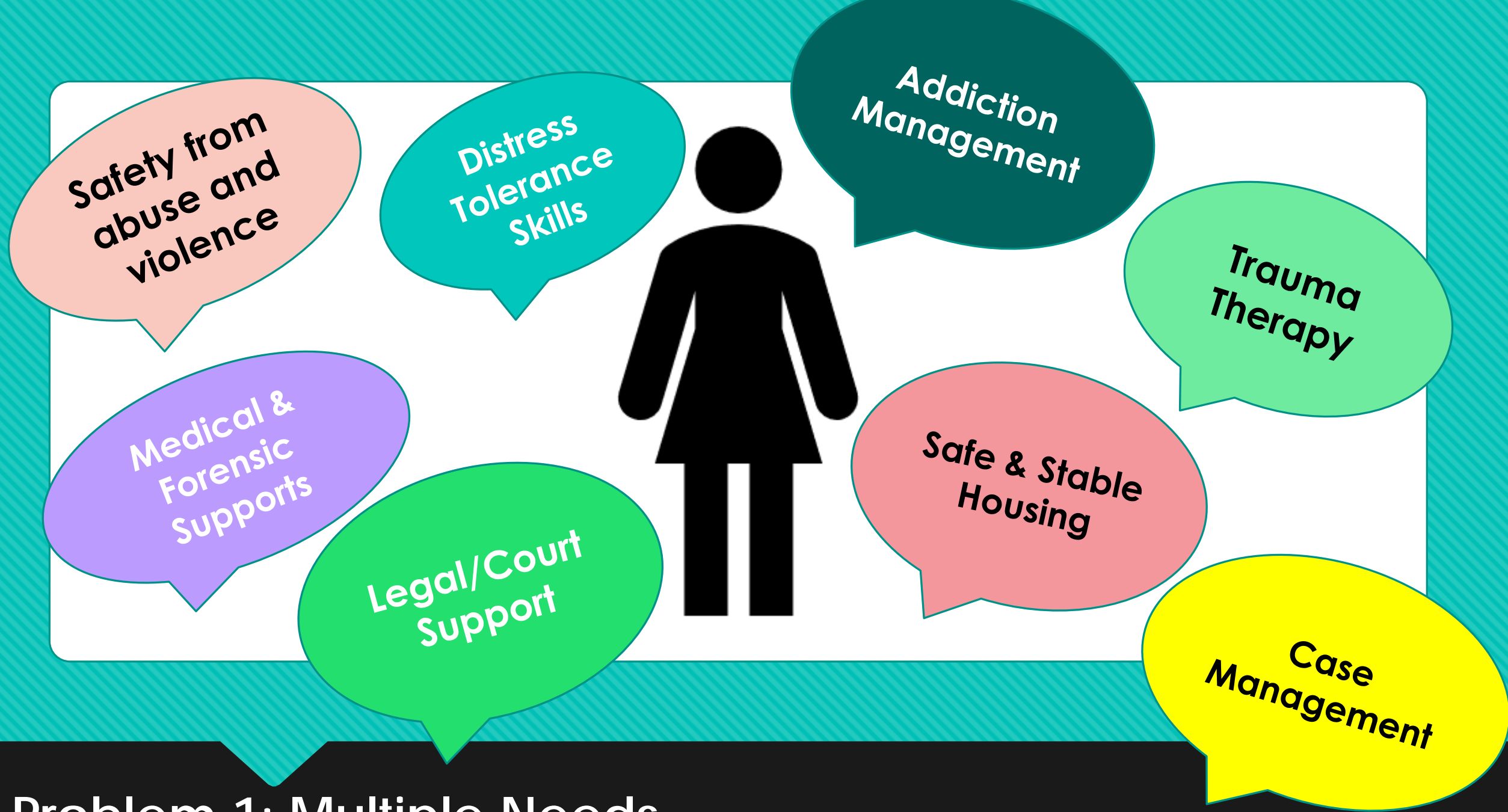


The Challenges for Trauma Exposed Workforces

Jackie Burke Psychology & Consulting

Challenges for Workforces

- The Challenge of Responding to Multiple Needs in the Right Order
- The Challenge of Responding Effectively to “Needs in Disguise”
- The Challenge of Problem Saturated Work
- The Challenge of Vicarious Traumatization



Problem 1: Multiple Needs



Shutterstock

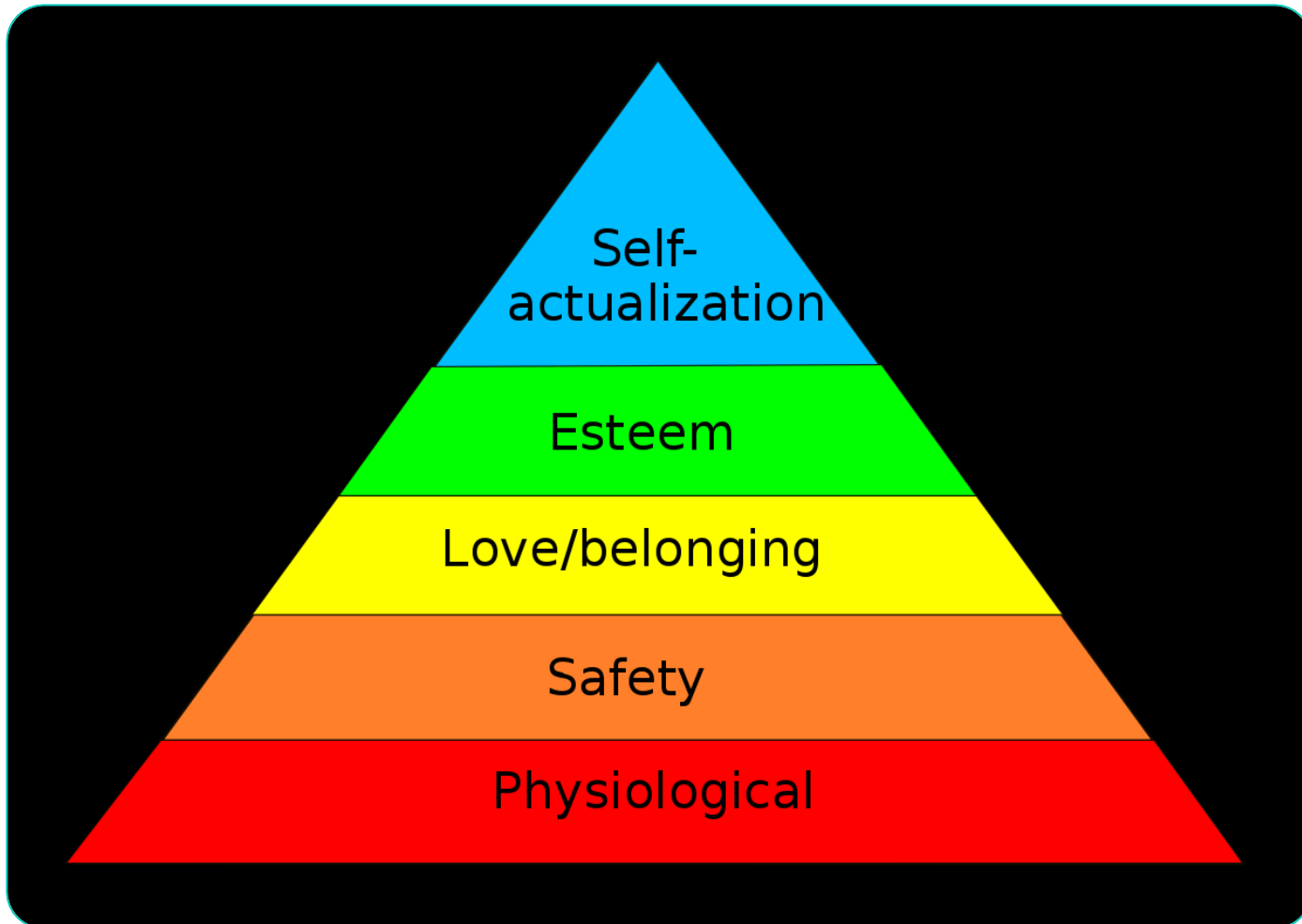
Order is Important

Frameworks for Integrated Care

- used infrequently esp across govt – NGO
- depend on individuals rather than systems
- no standardization about “integration”
- are challenging to evaluate
- hampered by different foci of services

Yet they still offer promise

– see Breckenridge et al. 2016 for
ANROWS



Problem 2: Needs In Disguise

- Demands
- Threats
- Aggression
- Failure to Change

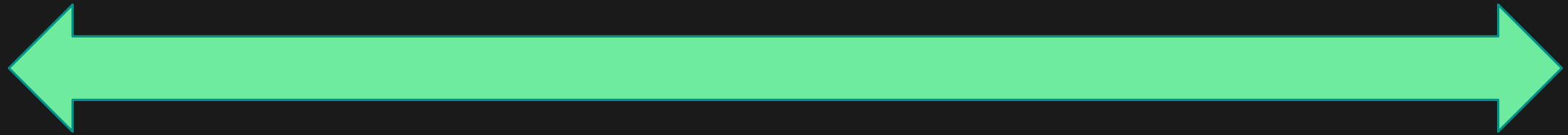


Problem 3: Problem Saturated Work

Breathe



Problem 4: Vicarious Trauma



Minimal Impacts

Easy to Counteract

Maximal Impacts

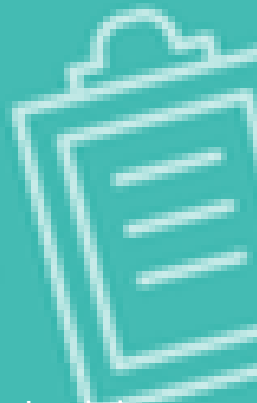
Difficult to Counteract

Risk Management

- Eliminate the hazard
- Substitute the hazard
- Isolate the hazard

- Use administrative or protective processes to minimize risk from the hazard

WHS Tools & Forms Kit



What do workforces need?

- The research will look for examples of policy and practice that respond well to these 4 problems and others in the work assisting people with a complex history of traumatisation.

Questions?

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