Due to the clinical nature of this program, there may be instances where a situation is particularly sad, tragic or disturbing for some scientists.

Pre-briefing and debriefing discussions may assist in minimising the risk of problems occurring due to exposure to any potentially traumatising information or interactions. The aim of pre-briefing and debriefing is to help participants deal with the normal physical and emotional reactions that may result from involvement in this program.

It is expected that **both** the clinician and the scientist will take reasonable steps to minimise this risk by participating in pre-briefing and debriefing discussions.

# Pre-briefing

* Clinicians should raise potentially traumatising conversations/situations **prior** to the consultation/discussion commencing. This ensures:
  + the scientist can feel somewhat prepared for tough conversations
  + the scientist has a chance to **voice any concerns** regarding the type of consultation/discussion involved.
* Scientists are encouraged to opt out of any consultations they feel will be inappropriate for them from a self-care perspective.
* Scientists should be aware that they are able to leave the clinical consultation at any time if they feel uncomfortable or overwhelmed.

# Debriefing

* Clinicians should discuss potentially traumatising consultations/discussions **after the event** to provide scientists the opportunity to discuss:
  + An overview of the situation observed – medical background/context, decision making process for the clinician, potential outcomes/next steps
  + The scientists thoughts and feelings that were provoked as a result of their observation.
* Debriefing is not meant to be an individual counseling session, but it can be helpful for individuals to talk about the personal impact of a traumatic event they observed.
* Scientists who may be having a difficult time dealing with traumatising events should raise this with

**their appropriate manager/service** for support and assistance.

# Debriefing tips for clinicians:

* Set aside the time with scientist to discuss potentially traumatic information
* Encourage scientists to talk about what they observed
* Ensure you summarise the situation and clarify any uncertainties
* Invite questions and discuss issues of concern
* Show care and support, including the provision of Psychological First Aid\*
* Notify program coordinator if you have any concerns about the scientist’s wellbeing
* Some people may be at more risk of negative consequences.
* Encourage the scientist to seek additional support/help if they have noted they are struggling (For example, their direct manager or EAP)

\*Psychological first aid aims to reduce initial distress, meet current needs, promote flexible coping and encourage adjustment.

# Where to get additional help

* Program coordination – insert coordinator’s contact information
* Relevant supervisor or manager
* Human resources manager or officer
* Occupational health and safety officer
* Health and safety representative
* Doctor/General Practitioner (GP)
* Counselling Services provided by workplace