

TRAUMA POLICY



OUR COMMITMENT

Triathlon NSW (TNSW) is committed to protecting the health and welfare of its workers, including when they have been exposed to a potentially traumatic incident while carrying out their duties. This document explains how we achieve this.

DEFINITIONS

Trauma – *an emotional shock following a stressful event or a physical injury, which may be associated with physical shock and sometimes leads to long-term neurosis.*

Worker – *a TNSW employee or a volunteer who has been formally engaged to perform duties on behalf of TNSW or Triathlon Australia, such as a technical official.*

Workplace – *any place where duties are performed, such as an event site which is under the control of an event organiser.*

BACKGROUND

We recognise that triathlon is a high risk sport and there is always a possibility that a participant will suffer an impact injury which may be serious or even fatal. Additionally, sudden cardiac failure is known to be the most common cause of triathlon fatalities. From time to time TNSW workers may offer first-response assistance or simply observe a serious injury or fatality at their workplace. This experience may have the capacity to trigger a traumatic episode or episodes in the following days, months or years.

Two people can go through the exact same experience and be impacted in different ways. Therefore any recovery plan must be tailored to the individual.

OUR GOAL

Our aim is to support our workers who have been exposed to traumatic situations while carrying out their duties, or while travelling to or from their workplace.

We will achieve this by:

- i) **Reaching Out** – within 24 hours of being informed of the potentially traumatic incident, the affected worker will be contacted by a senior TNSW officer to offer assistance

ii) **Providing an Awareness of Resources** – as part of this initial contact, the affected worker will be made aware of this policy and the resources that are available to provide assistance (see below)

iii) Being Patient and Non-Judgemental

- Any decision by the worker not to seek assistance shall be respected
- There should be no suggestion conveyed to the worker that he/she should return to work prior to seeking assistance
- During the initial contact, the senior TNSW officer shall request if the affected worker would like any follow-up contacts from TNSW
- If the worker is a technical official, any delay in returning to officiating caused by the traumatic experience shall not result in the official losing his/her accreditation for the following season

RESOURCES

There are a number of free professional services that can assist the worker to choose a recovery path that they are comfortable with. These include:

- Lifeline www.lifeline.org.au 13 11 14
- Beyond Blue www.beyondblue.org.au 1300 224636

RESPONSIBILITIES

The Chief Executive Officer:

The Chief Executive Officer (CEO) is involved in the development of this Policy and therefore endorses and supports its implementation.

The CEO is responsible for contacting the affected worker within 24 hours of being informed of the potentially traumatic incident. This contact may be delegated to another representative of TNSW if the CEO considers that this is appropriate.

Directors:

Each Director is responsible and accountable for supporting this Policy and will support the protection of the health and welfare of all TNSW workers.



Adam Wicks

Chief Executive Officer