

SPORE Final Conference

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A Critical Occupation

One where there is high risk of exposure to traumatic events that may, under certain circumstances, exert critical impact on the psychological well-being of those within it

(Paton & Violanti, 1996)

Caring about members of Critical Occupations means working to ensure that “any damage is only temporary, and that they will succeed in their struggle to restore their psychological integrity” Lazarus (1999)



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“... probation officers are exposed to varying aspects of trauma as they read police reports, interview victims, and assess offenders’ criminal and social histories. After sentencing, field officers regularly meet with offenders and conduct home visits where they often bear witness to dysfunctional lives. In order to be most effective, probation officers also establish and develop relationships with the spouse, children, friends and collateral individuals involved in the offender’s life. The practice exposes the officers to the global impact of the offenders’ choices when they return to drug use, abscond, are incarcerated, or re-victimize the family or community”

(Lewis, Lewis & Garby, 2013, p.68)



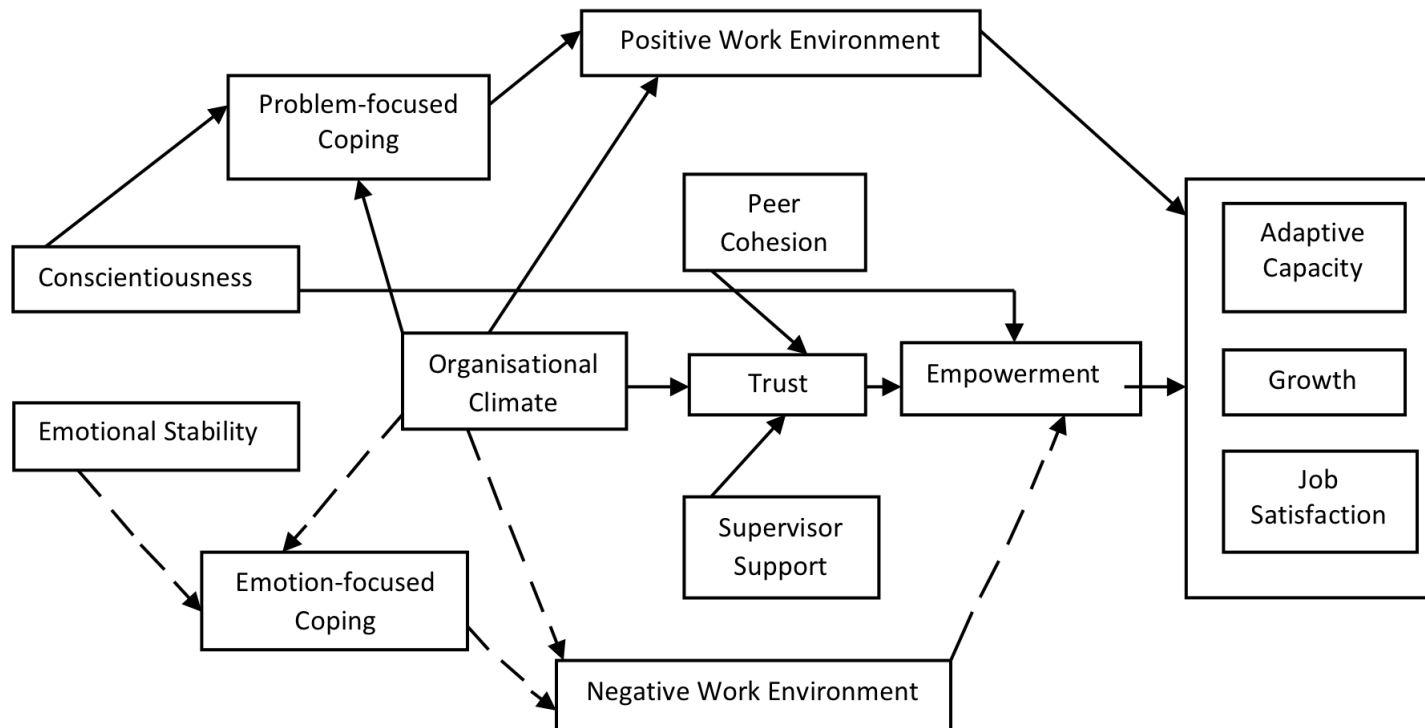
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The Stress Shield Model (Paton, Violanti, Johnston, Burke, Clarke & Keenan, 2008)



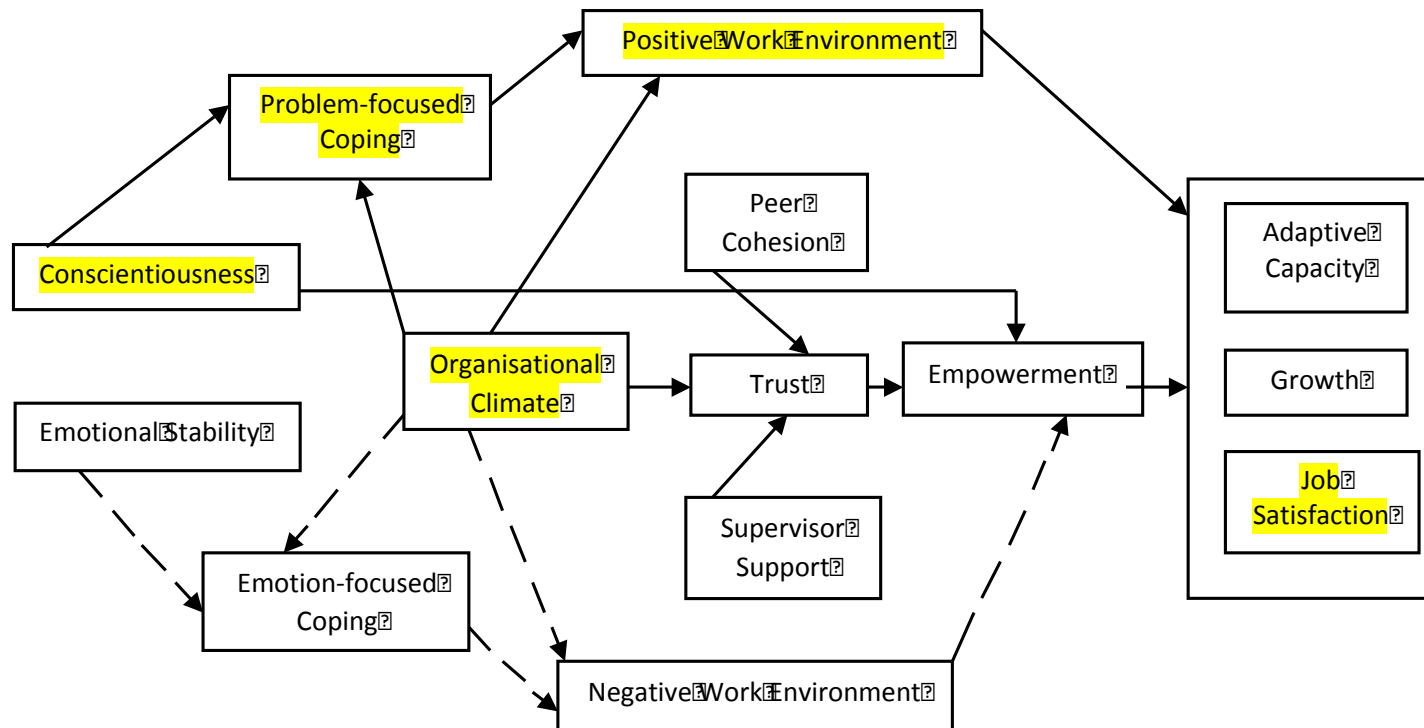
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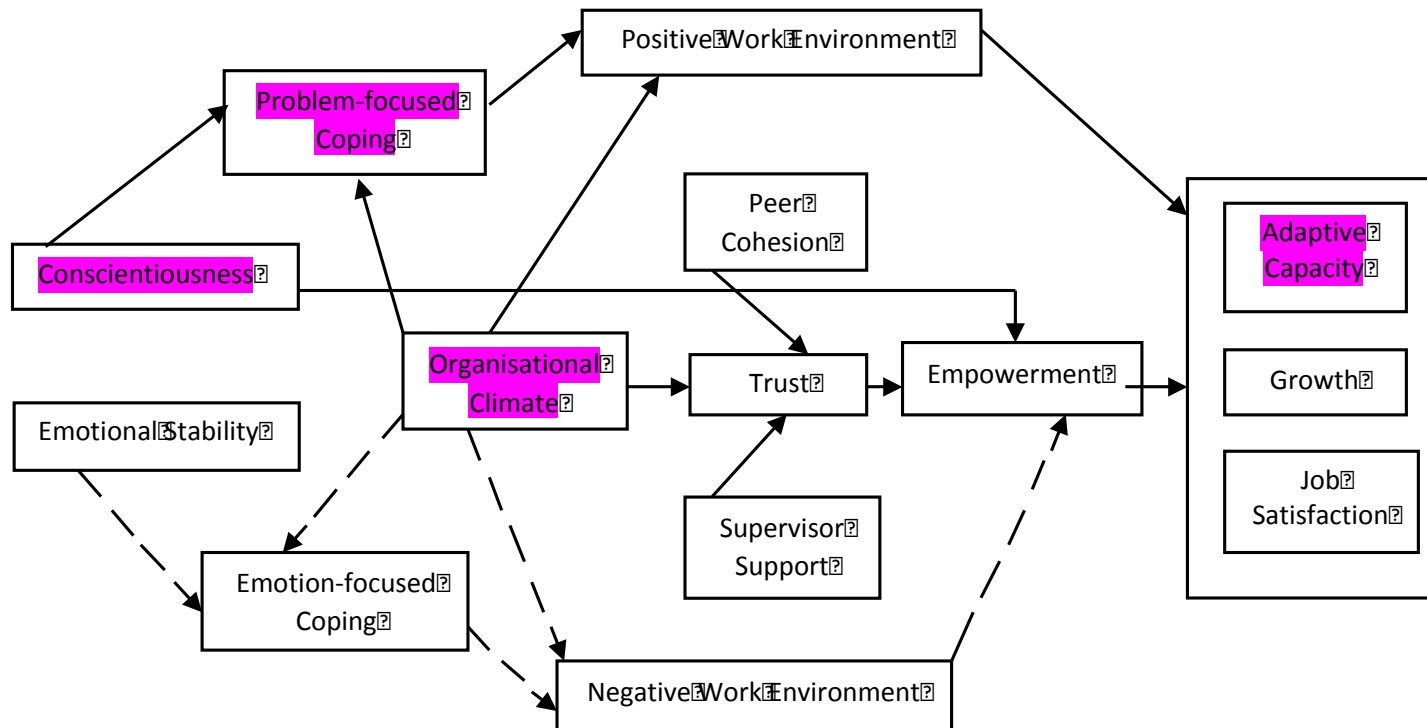
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Table 1: Summary of the most frequently occurring predictors of job satisfaction and adaptive capacity overall and by country

	Bulgaria (N=164)	Estonia (N=130)	Latvia (N=185)	Netherlands (N=168)	Overall (N=547)
Job Satisfaction					
Organisational Climate	X	X	X	X	X
Detached Coping		X	X	X	X
Physical Work Environment	X		X	X	X
Conscientiousness	X		X	X	X
Adaptive Capacity					
Detached Coping	X	X	X	X	X
Conscientiousness			X		X
Organisational Climate				X	X

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- To enhance job satisfaction, address organisational climate and the physical work environment
- Develop a psychological proforma for probation staff to identify personal areas of strength and vulnerability.
- To enhance adaptive capacity, train probation workers in detachment
- Partner countries should consider the quantitative results in the context of the qualitative findings.
- Build an understanding of the levels of exposure of staff to potential trauma for each of the partner countries.
- Consider the value of appropriate sharing of personal information in the workplace.



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Thank you for your attention!

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