

00:00.000 --> 00:06.820

So, in this podcast, we're going to talk to Franz Flutterd about the concept which

00:06.820 --> 00:14.000

is called ERM, and ERM stands for Early Recognition Method.

00:14.000 --> 00:23.980

You're now listening to the podcast Forstærket samarbeid, based on the research project CoLab

00:23.980 --> 00:28.980

Forstærk, produced by the University of Stavanger.

00:28.980 --> 00:33.060

Okay, my name is Franz Flutterd.

00:33.060 --> 00:40.860

I'm a senior researcher in the highest secured forensic hospital in the Netherlands, and

00:40.860 --> 00:48.300

I'm also a member of the competence center, the expert center in Oslo, from Oslo University

00:48.300 --> 00:55.020

Hospital, and I'm also affiliated to Molde University College as associate professor

00:55.020 --> 00:58.100

and similar to the University of Southern Denmark.

00:58.100 --> 01:05.940

On all those institutes, we study and we give classes and we share knowledge about risk

01:05.940 --> 01:06.940

management.

01:06.940 --> 01:13.660

One of the risk management strategies I'm for the last 20 years involved in, it's which

01:13.660 --> 01:17.460

our team developed ourselves in the late 90s.

01:17.460 --> 01:24.740

It's the early recognition methods, ERM, which is a risk management strategy in which we

01:24.740 --> 01:29.860

identify early warning signs of deterioration.

01:29.860 --> 01:36.160

And this deterioration could be aggression and violence, but it could also be psychosis

01:36.160 --> 01:43.720

or traumatic behaviors like self-harm behaviors.

01:43.720 --> 01:52.360

So this was developed in the late 90s and tested and we now have an evidence-based ERM

01:52.360 --> 01:56.320

package including a protocol and early detection plan.

01:56.320 --> 02:05.360

And we successfully identified and applied this strategy to patients with severe offenses

02:05.560 --> 02:08.200

and mental health problems.

02:08.200 --> 02:13.280

We do it in the Netherlands, in Belgium, in Germany, in Norway, in Sweden.

02:13.280 --> 02:16.440

So it's interesting.

02:16.440 --> 02:23.080

We developed a strategy which actually fits probably to more countries than only the Netherlands.

02:23.080 --> 02:29.360

And then Colab came in, that was very welcome for me because Colab, the aims of Colab is

02:29.440 --> 02:38.560

to that clinicians and practitioners and academics across Europe meet and develop and share knowledge.

02:38.560 --> 02:48.320

And specific, the ERM fits very well to this platform of colleagues across Europe to me.

02:48.320 --> 02:57.080

So I was very pleased to be able to introduce ERM as an example of a strategy which could

02:57.080 --> 03:03.040

be used as well in mental health services as also in prison services.

03:03.040 --> 03:10.600

We already started in Oslo and in another prison in Norway, in two prisons to apply

03:10.600 --> 03:20.200

ERM in a sense that we trained the staff to recognize early warning signs of disturbing

03:20.360 --> 03:27.040

behaviors or disturbing thinking processes in their business.

03:27.040 --> 03:32.400

And by means of identifying the early warning signs of deterioration in business, it's more

03:32.400 --> 03:41.000

easier for staff to have a kind of framework to start conversations with the business.

03:41.000 --> 03:45.200

Not only about security, but also about the question, how are you doing?

03:45.200 --> 03:49.960

And when you are not doing fine, how could you recognize the early process that you lose

03:49.960 --> 03:54.680

control or the early process that your anger or aggression would develop?

03:54.680 --> 04:03.680

And by means of this ERM dialogues, we noticed that as well as business staff, as what we

04:03.680 --> 04:11.200

noticed in mental health services, that it is easier to connect to the client.

04:11.200 --> 04:18.480

The client could be a patient in mental health, but the client could also be in prison services.

04:18.480 --> 04:26.480

So to connect easier to the client and to have a kind of better understanding, how aggression

04:26.480 --> 04:38.480

or anger or disturbing feelings or behaviors develop helps enormously to decrease long

04:38.760 --> 04:41.440

moments of stabilization.

04:41.440 --> 04:48.080

Stabilization and recovery is one of the main results of ERM, which we studied intensively

04:48.080 --> 04:49.760

in mental health services.

04:49.760 --> 04:56.240

But we also started to more or less study this in prison services and then qualitative

04:56.240 --> 04:57.240
study.

04:57.240 --> 05:02.960

And we know from some cases in prison services, the prisoners says, well, since the staff

05:03.040 --> 05:09.000

is not only speaking with me about the offense I commit, he or she is also speaking with

05:09.000 --> 05:17.240

me about the early signs, the early process of I'm not doing well.

05:17.240 --> 05:19.880

It's easier for me to have these conversations.

05:19.880 --> 05:24.520

It's not so threatening and actually it's far more fitting to what I experienced during

05:24.520 --> 05:27.720

my stay in the prison services.

05:27.720 --> 05:34.360

So this concept, it's a nice example, how a strategy developed in mental health services

05:34.360 --> 05:42.640

initially for patients with schizophrenia in the further development, also contributed

05:42.640 --> 05:47.960

to decrease of incidents for patients with aggression problems.

05:47.960 --> 05:53.920

And in prison services, it contributes to a better understanding between staff and prisoners

05:53.920 --> 05:57.360

about the early signs of deterioration.

05:58.000 --> 06:04.560

Of course, not all the prisoners, quite some prisoners who say, don't bother with me because

06:04.560 --> 06:13.080

semi-therapeutic approaches, but we do have some interesting cases of patients staying

06:13.080 --> 06:17.000

in prison services, suffering from mental health issues.

06:17.000 --> 06:22.960

And I'm really pleased that there is staff who understand that mental health issues in

06:23.000 --> 06:28.360

prison services could be addressed by risk management strategy.

06:28.360 --> 06:32.200

So this is what we further developed.

06:32.200 --> 06:37.680

We have more knowledge about what ERM does, how it develops.

06:37.680 --> 06:46.800

We also have some improved knowledge about which early warning signs count for the group

06:47.360 --> 06:53.280

prisoners, when you would compare this to the group of patients and mental health institutes.

06:53.280 --> 07:00.600

And by means of this knowledge about early warning signs and how to build up these dialogues,

07:00.600 --> 07:07.520

this early science dialogues, we think we could contribute to have also for prison staff

07:07.520 --> 07:12.200

to use the knowledge and practice we developed in mental health services.

07:12.240 --> 07:22.200

It's very, very welcome that we know how the staff in prison services experience to use the ERM.

07:22.200 --> 07:25.000

So, and this across Europe.

07:25.000 --> 07:35.160

In the CoLab, formally I got a non-academic role, meaning that I should concentrate on

07:35.360 --> 07:47.920

ERM, how to provide training sessions to staff, how to disseminate ERM across also prison

07:47.920 --> 07:50.000

services and across Europe.

07:50.000 --> 07:56.360

So what I did in my non-academic role, actually I'm an academic, but I did this in a trainer's role.

07:56.360 --> 08:00.880

I did in the support for, and totally for quite some months.

08:00.920 --> 08:06.400

I traveled many times to Norway to give classes to students.

08:06.400 --> 08:10.480

I had a meeting with probation services.

08:10.480 --> 08:19.200

I visited many times the prisons, two prisons in Norway, discussing the ERM, try to coach them,

08:19.200 --> 08:25.680

to assist them to have a first stage of appliance of ERM in prison services.

08:26.400 --> 08:35.120

And we, well, this process of exchanging knowledge and getting more also insight how they could work

08:35.120 --> 08:38.880

also in probation and prison services.

08:38.880 --> 08:45.760

We managed actually, I think we met the aims of CoLab, which is we met internationally.

08:45.760 --> 08:55.440

We disseminated and started to see often more countries and we published this in the ERM book.

08:55.840 --> 08:59.920

So I hope this will be the start of new developments.

08:59.920 --> 09:06.960

I think I'm convinced that in prison services, when the business is also suffering from mental health

09:06.960 --> 09:10.800

issues, we should pay more attention for it.

09:10.800 --> 09:13.360

And then in an evidence-based manner.

09:14.320 --> 09:28.320

Hans, can I ask you, you talk about the tool or the approach being really useful to staff in the prison service.

09:28.320 --> 09:37.840

Is there a limit to the professional background these staff need to have in order to use the system?

09:38.560 --> 09:50.560

I'm thinking that the ERM has potential to be used by a range of professionals

09:50.560 --> 09:59.760

and it can help them act in concert with the inmate.

10:00.720 --> 10:09.840

Yes, well, I do, you could say the best case scenario would be that you have well-trained staff

10:09.840 --> 10:18.400

with a lot of knowledge about signs and symptoms and so, but that's not the case.

10:18.400 --> 10:25.680

Well, we distinguish between, we could say we have the full package of ERM and the full

10:25.760 --> 10:32.080

protocol and this is applied in mental health services where we train staff who already have

10:32.080 --> 10:38.480

enough knowledge about signs and symptoms and about anger and aggression. But apart from it,

10:38.480 --> 10:43.600

we have a kind of prison service version of the ERM protocol. You could say it's more or less

10:44.160 --> 10:52.000

light version in which we don't emphasize that much on the therapeutic process of changing

10:52.000 --> 10:59.840

behaviors but we tend to focus more on what are early warning signs, how could you identify and

11:01.520 --> 11:07.440

describe early warning signs, how you could have basic conversations with your prisoners

11:08.720 --> 11:13.760

that it's not ending up in a full therapeutic session but just basic

11:14.480 --> 11:24.640

conversations. Well, I was more or less, I think when you've dedicated staff

11:25.360 --> 11:33.760

and a staff who has an eye and an antenna for more than security and kind of business services

11:34.400 --> 11:45.280

then it's rather easy to learn to use the prison service version of the ERM.

11:45.280 --> 11:53.840

So it's no need to have high rocket skilled staff, you need a dedicated staff who has an

11:54.000 --> 12:02.400

open mind for behaviors and is willing to understand more about

12:02.400 --> 12:09.760

prisoners than only security. Yes and in an extension of that, could these

12:11.680 --> 12:18.880

staff have a background as social workers for instance who work with the prisoners?

12:19.680 --> 12:27.200

Yes, the nice thing about where we developed ERM and studied it for the first time in 2002

12:27.200 --> 12:33.520

in the Vromestagkliniek in the Netherlands, the staff which take care for the patients

12:34.160 --> 12:40.560

they call themselves social therapists and these are staff from all kinds of backgrounds.

12:40.560 --> 12:46.320

These are nurses, they're social workers, they are former prison staff, they are psychologists,

12:47.120 --> 12:53.920

they are group workers and so this is a variation of staff where we initially

12:54.480 --> 13:02.480

developed further and tested the ERM framework. So we do have quite some experience to

13:02.480 --> 13:12.880

have a very diverse staff group applying this package. Yes and I think it's really interesting

13:12.880 --> 13:21.840

that you talk about the prisoners themselves also using the ERM actively and I understood you

13:21.840 --> 13:29.280

correctly in that. That was the aim initially but to be frank we did succeed in

13:30.160 --> 13:35.600

having prisoners working themselves with the package that I think it's a bridge too far

13:35.680 --> 13:43.120

for purposes. Most of the prisons, they are in prison to do their

13:43.120 --> 13:50.560

punishment and do the time but what we do notice for example this prison in the Netherlands

13:51.200 --> 13:58.240

where what we call revolving door prisoners stay. They are many times in prison services

13:58.240 --> 14:04.320

because they have constantly relapses of the same, you could say not aggressive but

14:05.440 --> 14:12.720

addicted problems and behaviors but they tend to accept better within the ERM

14:13.440 --> 14:21.520

framework that the business staff starts to discuss this with them. What could we do to avoid you to

14:21.520 --> 14:25.600

come back in the business service when you have committed a new crime because you need drugs and

14:25.600 --> 14:32.000

you use drugs. So drugs use is a specific team which could be very nicely addressed

14:32.960 --> 14:40.960

by the ERM and from another angle in one of the prisons in Oslo, a women prison

14:41.520 --> 14:50.800

and they noticed that many of those prisoners had committed self-harm.

14:51.360 --> 14:58.240

They scratched themselves and they injure themselves and by means of the ERM it was

14:58.800 --> 15:06.400

somewhat easier for the staff to address this topic of self-harm and to find out what is the

15:06.400 --> 15:11.600

meaning behind it that it happened. So it's not about we don't allow you to do it but it's more

15:11.600 --> 15:18.400

about what is happening to you that you deteriorate and that you feel so bad that you start

15:18.800 --> 15:25.040

to scratch yourself or harm yourself or pushing cigarettes on your skin. So the ERM framework

15:25.040 --> 15:32.960

it's more or less would say opening the gate to speak with business about other things than security.

15:35.200 --> 15:45.040

It sounds to me like the ERM provides a clear language

15:45.840 --> 15:54.240

which is used to monitor and to act that the professional staff use but it maybe it provides

15:54.240 --> 16:02.560

a clear language and a scale and a map for how to acknowledge when that prisoners can use

16:02.560 --> 16:09.840

to see when do I start to not feel so good so that they can express it and they can take up

16:09.840 --> 16:16.320

an active position in relation to it. Is that a fair? Yes that's a very interesting and important

16:16.880 --> 16:23.520

topic you address now that's the language we use. We did in a master study in Norway

16:23.520 --> 16:30.640

and apart discourse analysis by means of the full core theory and we scrutinized the text and the

16:30.640 --> 16:39.040

words and the sentences we used in the protocol and we used in the training for the staff. It wasn't

16:40.800 --> 16:47.040

and then discourse analysis for the mental health version of ERM but we learned from it.

16:47.040 --> 16:54.560

It's so important that you know what words you use and which language you use and how you address

16:54.560 --> 17:02.800

the language in a strategy like ERM but this is highly important and actually

17:03.360 --> 17:08.640

it's a pity that the CoLab hasn't limited the time because within the CoLab it would be very

17:08.640 --> 17:15.600

interesting to see how could we in collaboration with the colleagues across the countries.

17:16.240 --> 17:22.960

How could we do and kind of scrutinizing or an analysis of the discourse we use in protocol for

17:22.960 --> 17:28.160

prison services and that's not done yet but that would be marvelous interesting because it is

17:28.160 --> 17:37.680

important the wording and how you use language. Yes and I think if I was to express myself in a way

17:37.680 --> 17:45.920

that is maybe immediately useful to people who work with prisoners or people who come out of prison

17:47.600 --> 17:53.200

to help people manage their own lives and well-being it seems to me that

17:55.840 --> 18:04.480

a clear and simple language for that certain signs that people themselves can look out for

18:04.480 --> 18:14.480

others can help them look out for is an extremely useful tool in terms of helping people feel better.

18:21.360 --> 18:23.920

You've just finished listening to the podcast

18:23.920 --> 18:32.320

Forsterket samarbeid produced by the University of Stavanger