



mental health first aid
IRELAND WORKPLACE



What is Mental Health First Aid?

The Workplace MHFA Course

The course teaches managers, supervisors and individuals how to assist a co-worker who may be developing a mental health problem or experiencing a mental health crisis. Participants learn a framework for communication, how to offer and provide initial help and how to guide a person towards appropriate professional help, and other supports, in an understanding and empathetic way.

Course participants receive a copy of the MHFA manual and a Certificate of completion.

“Our vision is a supportive community in Ireland with a willingness to address mental health problems when they arise and enable recovery”



Mental Health First Aid (MHFA)

is the initial help given to someone who is developing a mental health problem, experiencing a worsening of an existing mental health problem or a mental health crisis. The first aid is given until appropriate professional support is received or until the crisis resolves.



Why participate?

MHFA forms part of a pragmatic approach to an organisations wellness programme, contributing to a culture of wellness within the workplace community and the broader community of family and friends.

Mental health problems are a significant cause of absenteeism and presenteeism. An employee's experience of mental health problems can impact their concentration, memory, decision making and motivation.

Early interventions, such as MHFA, can help staff feel valued and supported by their employer. Furthermore, MHFA can help create more positive and trusting relationships between managers and employees.

Make your workplace/company a better place to work by using this evidence based and internationally renowned training.



Mental health problems are common.

It is estimated that one in five Irish people will experience a diagnosable mental health problem in any one year. Attitudes towards mental health in the workplace remain poor and stigma and discrimination are a common problem. Many people delay seeking treatment or do not seek help at all.

Most common ways in which poor mental health in the workplace affects performance



Find it difficult to concentrate



Take longer to do tasks



Have difficulty in making decisions



Find it difficult juggling a number of tasks



Less patient with customer/clients

Chartered Institute of Personnel and Development. (2016) *Employee Outlook: Focus on mental health in the workplace 2016* [online]. London: CIPD.



Evidence that MHFA works

Course content is derived from a number of consensus studies incorporating the expertise of hundreds of researchers, clinicians, service user advocates and carer advocates across the English speaking western world.

The programme has been extensively evaluated and found to be effective in:

- ✓ increasing helping behaviours
- ✓ improving participants confidence to engage with people who are experiencing mental health problems
- ✓ improving mental health literacy
- ✓ reducing stigma and
- ✓ improving participants' own mental health.

These evaluations have been carried out in the workplace, healthcare and community settings.

MHFA is included in the Substance Abuse and Mental Health Services Administration's (SAMHSA) National Registry of Evidence Based Programmes and Practices (United States).



MHFA has a substantial evidence base.

Research and evaluation has been integral to the MHFA programme since its inception led by co-founder Prof Anthony Jorm at the University of Melbourne.



How we learn together

Facilitated by MHFA Instructors, who are health professionals and/or have life experience of mental health problems, this face-to-face training is focused on new knowledge and skills; and how they can be applied in a workplace setting.

The course format caters for various learning styles providing opportunities to participate and practice skills using workplace case-studies, videos and resources tailored to their learning needs.

Emerging mental health problems covered include:

- ✓ Depression
- ✓ Anxiety
- ✓ Psychosis
- ✓ Substance Misuse

Mental health crises covered include:

- ✓ Suicidal thoughts and behaviours
- ✓ Self-harm
- ✓ Panic attacks
- ✓ Traumatic events
- ✓ Severe psychotic states
- ✓ Severe effects of alcohol or other drug use
- ✓ Aggressive behaviours



The course can be delivered over two days or in four 3-hour modules.

Instructors have a variety of professional backgrounds and/or have life experience of mental health problems. The course format caters for all learning styles providing opportunities to participate, discuss scenarios and practice skills.

MHFA is a not for profit initiative.

All income goes towards the cost of the programme, making the programme as widely available as possible in the community and developing the program in line with the current evidence base.



Talk to us about further opportunities

The MHFA Ireland Workplace Pledge:

Our **WORKPLACE PLEDGE** is an aspirational statement of intent that supports the real tangible efforts your organisation is making around mental health and well-being in your workplace. It is an opportunity to show your customers, clients, competitors, employees, shareholders and the public that you are tackling stigma, discrimination and encouraging supportive behaviours in the workplace.

Talks on Mental Health and well-being

This can be a great way to introduce mental health to your workplace and to gauge interest from and energise key stakeholders.

How other national and international organisations have implemented MHFA

Internationally MHFA has partnered with organisations such as EY, P&G, Deloitte, Allianz, AllCare Pharmacies, Unilever, Western Australia Police Force, British Armed Services, Fire-fighters and Human Services in Canada, Police and Correctional Officers in the U.S. and in some countries developed specialist courses for indigenous or marginalised populations.

Creating bespoke content for your MHFA Course

Sometimes pertinent mental health problems in your workplace may benefit from a tailoring of scenarios to your individual organisation's needs.

Corporate responsibility and how MHFA can help

MHFA could form part of your organisation's corporate responsibility commitments by sponsoring courses in the community or supporting the voluntary sector to attend the training.

Measuring the success of your involvement with MHFA

MHFA is a training and research program and so is constantly evaluating content, delivery and engagement in order to maintain a high level of quality assurance. We can help suggest areas you might measure to evaluate effectiveness.



"An opportunity to show your customers, clients, competitors, employees, shareholders and the public that you are tackling stigma, discrimination and encouraging supportive behaviours in the workplace..."



Testimonials



"This was a great experience/really practical advice for life."

"Excellent course, really well presented, material and delivery mechanisms ensured it was easy to maintain concentration."

"I think this course is excellent. I wish I had known about it sooner. I think the course should be implemented throughout a range of civil service jobs as well as within the private sector."

"I found the course extremely interesting, engaging and easy to follow. I feel that the content being taught can be implemented in a very practical way in real life."

"I feel more confident/ comfortable dealing/discussing mental health issues - will be more proactive in daily life - work and personal."

"Excellent course. Really informative and practical. Will really help me in my role in HR."

"Very practical, came away more comfortable dealing with situations, things were explained easily really positive and would highly recommend."

"Very easy understanding of first aid response to people with mental health issues."

"Very well put together - emphasises first responder role, does what it does very well, there was a lot of energy put into course."





Further Information:

Contact us at

donal.scanlan@sjog.ie to find out more regarding costs, venues and the discounts we offer on multiple or group bookings; just enquire for details.

Academic references used to create this brochure are available on request