

Mental Health First Aid



Recognise, Respond & Refer

A three hour introductory workshop for employees and organisations

Mental Health first aid acknowledges that people experience mental health illness as well as physical health illness. Key to this concept is research that shows the initial response to mental health issues is crucial to the long-term outcomes for individuals. Just as with physical health emergencies, how a person recovers will be influenced by what “First Responders” around them do (or do not do).

We know that organisations are increasingly understanding that mental health problems will often arise in the workplace. They also understand that they play a crucial role in the *recognition, response and referral* process. This rapid and effective response could reduce the negative impact mental

health illness may have on an individual and their organisation.

“Just as with physical first aid, not everyone in an organisation needs to be trained in mental health first aid.”

It is worth considering that the individuals to be trained need to have a regular and visible presence with staff. In addition, just as with physical first aid it is preferable that individuals to be trained have an interest in this area and are willing and able to assist when staff present with mental health difficulties.

The aim of this workshop is not to train staff to be counsellors, HR replacements, or mental health experts. The aim is to teach the basics of mental health illness and an appropriate process to follow in the event that a staff member appears to

be struggling with mental health issues in the workplace.

In this three-hour workshop you will:

- Gain an understanding of what the concept of Mental Health first aid is;
- Understand the difference between a mental health illness and a personality disorder;
- Learn what the warning signs and symptoms are for the major mental health illnesses;
- Learn a ‘first response’ process for responding to staff experiencing mental health crises.

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