

Workplace Health Leadership Group



Approved and licensed in Northern Ireland by the Public Health Agency

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Wellbeing & Suicide Prevention Training

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MHFA Webinar

- What is Mental Health First Aid?
- Why Mental Health First Aid?
- Introducing Mental Health First Aid into the workplace
- How to recruit Mental Health First Aiders in the workplace
- Supporting Mental Health First Aiders in the workplace

Mental Health First Aid

- Developed in 2001 by Betty Kitchener & Tony Jorm
- Introduced to Scotland in 2003
- Piloted in N Ireland in 2006
- MHFA N Ireland are part of National and International Network



MHFA Adult



- New updated MHFA Adult course being introduced in June 2021
- New Name / New Logo
- Focus is on the approach, as well as how to assess and assist a person
- Eating Disorders
- Supported Website



Mental Health First Aid

MHFA

Adult

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Definition of MHFA



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Mental Health First Aid is the help provided to a person developing a mental health problem or in a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis resolves.



Why Mental Health First Aid?

- Addresses a lack of knowledge about mental health problems
- MHFA training combats stigma
- MHFA training teaches people how to support others in need

MHFA – the course



- 12 hour programme
 - A 2-day training package (6 hours per day), **OR**
 - As 4 separate training modules (3 hours each)
- Online Delivery due to Covid-19 pandemic
- Delivered by 2 trained accredited MHFA facilitators
- Course delivery
- Course participants have access to a MHFA Manual; ALGEE wallet card & Course Certificate of Completion

MHFA – the course

- Depression
- Anxiety
- Substance Use Disorders
- Psychosis/Bipolar
- Eating Disorders
- Self-care



Mental Health First Aid Action Plan: ALGEE

- A** pproach, assess, assist with any crisis
- L** isten and communicate non-judgmentally
- G** ive support and information
- E** ncourage appropriate professional help
- E** ncourage other supports



Introducing MHFA into your workplace



- How mentally healthy is your workplace now
- Create a Wellbeing Strategy
- Introduce a policy on your organisation's approach to MHFA in the workplace

Responsibilities of a MHF Aider – how does this fit with their current job duties

The importance of self-care

Support for MHF Aiders

Opting out of being a Workplace MHF Aider

- Have a Leader to champion mental health initiatives – including MHFA

What the role will involve



- Communicating any concerns about the mental health and wellbeing of anyone in your workplace, for example to an appropriate manager
- Following your workplace's policies and procedures on how MHFA is implemented in the workplace
- Upholding your role as a Mental Health First Aider alongside your other responsibilities
- Establishing appropriate boundaries between yourself and colleagues you may be supporting
- Refreshing your skills every three years on an MHFA Refresher course
- Keeping yourself safe and well

Workplace Mental Health First Aiders

Mental Health First Aid is not qualifying people to become therapists or counsellors!

When you have MHF Aiders in the workplace they will:

- Understand the important factors affecting mental ill-health
- Identify the signs and symptoms for a range of mental health conditions
- Use ALGEE to provide Mental Health First Aid to someone experiencing a mental health issue or crisis
- Listen non-judgementally and hold supportive conversation using the Mental Health First Aid action plan
- Act as a point of contact and signpost people to professional help, recognising that their role as a Mental Health First Aider does not replace the need for ongoing support

Who should be a MHF Aider?

It is recommended to train:

- A wide range of individuals
- People who want to learn more about mental health
- People who spend the majority of their working hours at the workplace
- People who can maintain confidentiality as appropriate and demonstrate an ability to relate well to others
- People who can commit to the time required and who have the support from their line manager to fulfil the role once trained

Recruiting MHFA



- The Health and Safety Executive recommends:
“You should consider ways to manage mental ill health in your workplace which are appropriate for your business, such as providing information or training for managers and employees, employing occupational health professionals, appointing mental health trained first aiders and implementing employee support programmes.”
- Equality Commission NI – Mental Health Charter
www.equalityni.org/MentalHealthCharter
- Numbers of MHF Aiders in a workplace – including remote sites

Recruiting cont.

Application process

- Invite employees to apply for the MHFA training via an application form. You could follow this up with informal interviews and a reference check with their line manager.
- When advertising the training you should outline:
 - What the Mental Health First Aider role entails
 - Who should apply
 - How it fits in with other strategies such as your employee training and development programme
 - The time commitment involved

Suggestions of contents for an application form

Time commitments

Expected Time Commitments	
Initial Training	2 days
Ad hoc conversations	Best practice is conversations of up to 30 minutes.
Internal Workplace MHFA Network	This depends on your organisation e.g quarterly / bi-annually
MHFA Refresher Training	Every 3 years

Supporting MHF Aiders in the Workplace

- Communication
- Peer Support Networks
- Renew and keep skills updated
- Be aware when MHF Aiders leave your workplace
- Raise mental health awareness and tackle stigma

Supporting Staff remotely

- A** pproach, assess, assist with any crisis
- L** isten and communicate non-judgmentally
- G** ive support and information
- E** ncourage appropriate professional help
- E** ncourage other supports



Promoting Mental Health First Aiders

- Names, job titles and contact details of MHF Aiders across the organisation
- Clear information on the boundaries of the role
- Include signposts to alternative out of hours support
- Manage the expectations

Accessing the MHFA Course

- Each HSC Trust locality in Northern Ireland has MHFA commissioned organisations that has MHFA facilitators to deliver training throughout the year.
- Independent MHFA Facilitators
- Mental Health and Suicide Prevention Training Website – in development
- www.mindingyourhead.info/training

Evaluation comments

- We've found there may be three or four of us who have undertaken MHFA...and what develops is a realisation of the importance of mental health, and how it can support and help our organisation....
- Raising awareness of mental wellbeing and illness. Giving me self-care strategies to use both professionally and personally
- The 5 point rule and knowing we can't solve problems, but just help/guide the person to get the appropriate help

Online M&EHW & SP courses

- Mental Health Awareness (Mindset & Mood Matters)
- Suicide Prevention Awareness (Connections Link Life)
- Stress Control (www.ni.stresscontrol.org)
- Psychological First Aid
<https://www.hsclearning.com/course/view.php?id=1042>.

Contact Details

For any MEW & SP Training Queries

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Thank you!

Q&A