



Mental Health First Aid starts with you

IOSH: Managing & Monitoring Occupational  
Health and Wellbeing:  
**Mental Health First Aid**

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On behalf of Dawn Collins Training Ltd

# What is MHFA?



MHFA England

- An internationally recognised training programme, originally developed in Australia and now delivered in 25 countries and translated into 17 languages.
- In the same way as general first aid teaches delegates what to do in an emergency in the absence of professional help, MHFA is designed to give confidence and skills during mental health crises

# What do delegates learn?

- To spot the early warning signs of distress
- Feel confident in how to offer and provide initial help
- Preserve life where a person may be a danger to themselves or others
- Help stop mental ill health getting worse
- Promote recovery of good mental health
- Guide towards appropriate professional help
- Understand the stigma that exists

*(MHFAE 2016).*



# Course Materials



# Why MHFA?

- Mental health issues are common
- We still stigmatise and discriminate against people experiencing mental ill health
- Although things are improving, we need to increase mental health literacy
- People often go unrecognised and untreated because they do not ask for help
- People are not always aware of what help is available
- The public often do not know how to help

# Case example: MHFA in the Workplace

<https://www.youtube.com/watch?v=eKBNckKSo>  
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# What do we know?

- 77% of UK workforce experience 'poor mental health' (which includes STRESS in addition to diagnosable mental health conditions).
- Stress is the main trigger of anxiety disorders in the UK.
- Employees reluctant to disclose:
  - Fear of appearing 'weak'
  - Fear of not being promoted
  - Fear of being first in line for redundancy

# Did you know...

- 450 million people are affected by mental ill health worldwide – reported cases!
- Globally, over 800,000 people die by suicide every year.
- Mental ill health is the largest single source of burden of disease in the UK. No other health condition matches mental ill health in the combined extent of prevalence, persistence and breadth of impact.

*MHFA England CIC*



# More Facts:

- 91 million working days lost and costs £30 billion each year, more than any other illness.

*ACAS 2014*

- The total cost of mental health issues in England is estimated at 105.2 billion.

*NHS England, 2016*

- Suicide is the most common cause of death for men aged 20-49 years in England & Wales.

*ONS, 2015*

- 40% of people with diagnosable mental health conditions receive no treatment at all.

*Chief Med Officer Report, 2014*

# Pressure vs. Stress

“I thrive on stress” = **x**

“**Stress** is the adverse reaction a person has to excessive pressure or other types of demands placed on them”

*Health and Safety Executive*

“**Work-related** stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope”

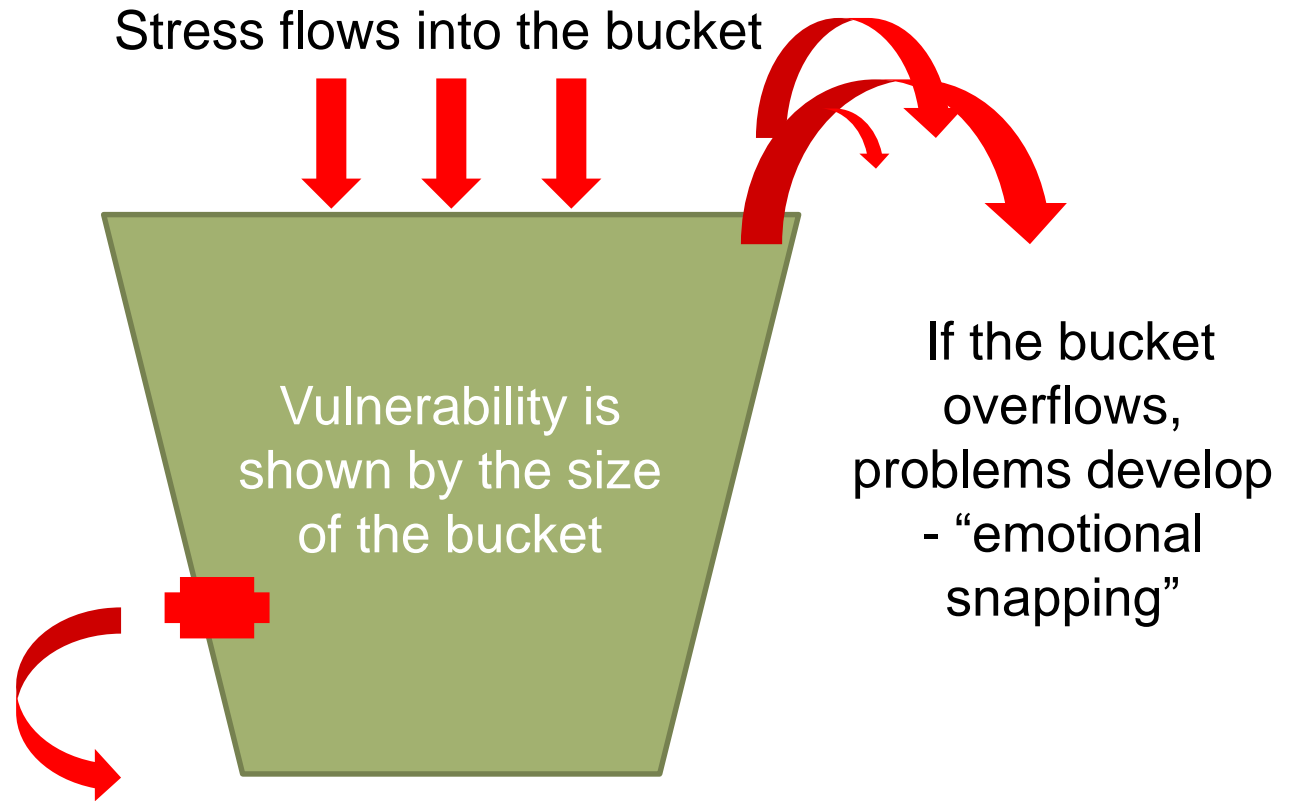
*World Health Organisation*

# HSE Management Standards: Key Drivers of mental wellbeing at work

- Demands
- Control
- Relationships
- Role
- Support
- Change

[www.hse.gov.uk/stress/standards](http://www.hse.gov.uk/stress/standards)

# The Stress Bucket



Helpful coping strategies = tap working lets the stress out  
Unhelpful coping strategies = tap blocked so water fills bucket and overflows

# Employer's Legal Obligations

- **Health & Safety at Work Act 1974** – A Duty of Care to avoid 'foreseeable' harm
- **Management of Health & Safety at Work Regulations 1999** - An obligation to carry out stress risk assessments
- **Working Time Regulations 1998** – >48 hours p/w can be seen as a breach of duty of care
- **Employment Rights Act 1996** – enables employees to claim constructive dismissal
- **Equality Act 2010** – requires employers to make reasonable adjustments for disabled staff

# Questions?



# Any Questions?

For information about training your workforce or for anything outstanding after today, please contact:

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Thank you.