

Mental health conditions in the workplace



An overview for employers and managers. It provides an introduction to the key factors to be aware of when working with someone who may be living with a mental health issue.

Why an employer's duty of care includes staff mental health

Under an employer's general duty of care responsibilities, there is an obligation to take reasonable care of the health and safety of employees in the workplace, including their health and wellbeing.

Mental health conditions in the workplace: the numbers†

Stress, anxiety and depression are the biggest cause of sickness absence in our society. In fact, work related stress accounted for 45% of all working days lost to ill health in the UK in 2015/16. Mental health related absences cost UK employers an estimated £26 billion per year – over £1,000 per employee – on top of the value of lost productivity. It is estimated that by taking a few simple steps to improve the management of mental health in the workplace, UK employers could save 30% or more of these losses – at least £8 billion a year.

The business consequences of ignoring workplace mental health conditions

Approximately 1 in 4 people in the UK will experience a mental health illness each year††, and many will be income earners who carry workplace responsibilities.

Someone with a mental health issue may not know they have one and even if they do, they may be reluctant to seek help, or might not know where to turn for care.

In the workplace, there is still a great deal of ignorance around mental health issues, including uncertainty about how to recognise mental illness, and uncertainty about how to react when faced with it. This means that those in need of mental health recognition and support do not receive it.

When left uninformed, managers and co-workers may unwittingly exhibit stigmatising behaviours, which can fuel a downward spiral in the person experiencing a mental health issue.

Further, by failing to respond appropriately to an employee with a mental health issue, an organisation may open itself to a claim for compensation. This could be lengthy, expensive, and take precious time away from managers and staff.

Introducing Mental Health First Aid

Mental Health First Aid teaches managers and staff how to spot signs and symptoms of common mental health issues, provide non-judgemental support and reassurance, and guide a person to seek professional support they may need to recover.

Workplace mental health awareness training has been proven to make a lasting difference in people's knowledge and confidence around mental health.

Thanks to the development of mental health first aid training courses, responsible employers now have an opportunity to address the key issue of ignorance about mental health in their workplace. Those that choose to do so are likely to improve the workplace for staff and have a positive impact on business profitability.

What is covered in Mental Health First Aid training

Mental Health First Aid training courses cover these areas:

- Learning about the signs and symptoms of specific illnesses like anxiety, depression, schizophrenia, bipolar disorder, eating disorders, and addictions

- Being aware of mental health support resources, national organisations, and online tools for mental health treatment and support - including the support and treatment of addictions
- Developing concrete answers to the question 'What can I do?'

The benefits of training staff to hold Mental Health First Aid certification

By becoming more informed and aware, your managers and employees will not unwittingly exhibit stigmatising behaviours and attitudes in the face of mental illness. Instead, they will be able to open the door to early detection, and in turn to early and positive intervention.

For an employee experiencing a mental health issue, your organisation's informed and positive response is likely to lead to a much more beneficial outcome for the employee, for their co-workers, and for the organisation.

Why choose Mental Health First Aid training with St John Ambulance

St John Ambulance is working with Mental Health First Aid England. Our training and consultancy is here to help you maintain workforce wellbeing, and to minimise the impact of mental ill health on your business activities.

Our two new training courses have been designed to complement your existing approach to staff wellbeing. Or, if you are on the first rung of that ladder, our expertise is here to help you get started.

† Source: Mental Health First Aid England

†† Source: NHS England

OVERLEAF: Mental health first aid courses from St John Ambulance



Mental health first aid training

New courses for employers, managers and employees

Around 1 in 4 people in the UK will experience a mental health issue each year^{††}. In the workplace, there remains a great deal of stigma around mental health issues, plus uncertainty about how to recognize the signs and symptoms and how to offer support for these conditions. Mental Health First Aid England (MHFA England) has developed these two courses to help reduce stigma, spot the symptoms of mental health issues, offer initial help and guide a person towards support.

ADULT MENTAL HEALTH FIRST AID - ONE DAY

PRICE **£200**
(+VAT)

NEW

Delegates will develop an understanding of common mental health conditions, and gain the confidence to advocate for mental health awareness. The course gives delegates the ability to spot signs of mental ill health, and the skills to support positive wellbeing.

- ✓ **COURSE DEVELOPED BY MHFA ENGLAND**
- ✓ **FOR ALL WORKPLACES**

Assessment:

There is no formal assessment for this course but delegates must complete all sections of the course.

Course content:

- About mental health first aid
- About mental health and stress in the workplace
- Stigma and discrimination
- Depression
- Anxiety disorders
- Other mental health issues (eating disorders, self-harm, psychosis)
- Early warning signs of mental ill health
- Alcohol, drugs and mental health
- Applying the Mental Health First Aid action plan
- Suicide
- Recovery
- Building a mentally healthy workplace
- Action planning for using MHFA.

Certification:

On completion of the course, delegates will receive a Mental Health First Aid Champion certificate.

Find out more or book now at

-  [sja.org.uk/mhfac](https://www.sja.org.uk/mhfac)
-  Call **0844 770 4800***

ADULT MENTAL HEALTH FIRST AID - TWO DAY

PRICE **£300**
(+VAT)

NEW

Gives a comprehensive understanding of what mental health is and what factors can affect wellbeing. The course teaches practical skills to spot the signs of a mental health issue, and gives delegates the confidence to step in and support a person who needs assistance.

- ✓ **COURSE DEVELOPED BY MHFA ENGLAND**
- ✓ **FOR ALL WORKPLACES**

Certification:

On completion of the course, delegates will receive a Mental Health First Aider certificate.

Course content:

- Why mental health first aid?
- What is depression?
- What is mental health?
- Impact of mental health issues
- Stigma and discrimination
- The Mental Health First Aid action plan
- Symptoms of depression
- Risk factors for depression
- Depression in the workplace
- Suicide figures
- Alcohol, drugs and mental health
- First aid for suicidal crisis
- Non-judgemental listening skills
- First aid for depression
- Treatment and resources for depression
- Self-care
- What is an anxiety disorder?
- First aid for anxiety disorders
- Crisis first aid after a traumatic event
- Alcohol, drugs and anxiety disorders
- Treatment and resources for anxiety disorders
- Cognitive distortions and cognitive behavioural therapy
- Personality disorders
- Eating disorders
- Self-harm
- What is psychosis?
- Risk factors for psychosis
- Alcohol, drugs and psychosis
- Schizophrenia
- Treatment and resources for psychosis
- Bipolar disorder
- Warning signs of developing psychosis
- Crisis first aid for acute psychosis
- Recovery and building resources
- Action planning for using MHFA.

Assessment:

There is no formal assessment for this course but delegates must complete all sections of the course.

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