



**MENTAL HEALTH  
FIRST AID®**  
For Anyone. For Everyone.™

# Mental Health First Aid in the Workplace

Every year 1 in 5 Australians will experience a common mental illness. That means that every day, millions of Australian workers go to work while experiencing a mental health problem.

Mental illness is the leading cause of sickness, absence, and long-term work incapacity in Australia.

More workplaces are realising the importance of managing mental health at work and recognising the benefits of creating mentally healthy workplaces. Workplaces are seeing the benefits of promoting education and adopting policies and practices that create a 'culture of care' where employees are encouraged to talk openly about mental health.

## This is where Mental Health First Aid® can help

Mental Health First Aid offers early-intervention education courses for adults in the workplace that increase mental health literacy and teach the practical skills needed to support a co-worker or another adult, experiencing a mental health problem.

Increasing mental health literacy within workplaces through targeted training, helps increase organisational and employee resilience.

Mental Health First Aid (MHFA™) training equips people with the knowledge and confidence to approach or respond to someone who may need information or support.

The impact of that first supportive conversation for any individual can be profound.

## What is Mental Health First Aid?

Mental health first aid is the initial help offered to someone who is experiencing a mental health problem, or a mental health crisis, until appropriate professional help is received or the crisis resolves.

## MHFA Training in the Workplace

The 12-hour training course can be delivered in 1 of 3 ways:



**Face-to-Face:** A 2-day course led by an accredited MHFA Instructor.



**Blended Face-to-Face:** Self-paced eLearning component (typically 5-7 hours) followed by a 4-hour face-to-face session led by an accredited MHFA Instructor.



**Blended Online:** Self-paced eLearning component (typically 5-7 hours) followed by 2 x 2.5-hour video conferencing sessions led by an accredited MHFA Instructor.

Mental Health First Aid qualifications are valid for 3 years, with refreshers available to ensure accreditations remain current.

The cost of mental health problems to Australian workplaces



**\$4.7B**

In absenteeism costs



**\$6.1B**

In presenteeism costs



**\$146M**

In annual compensation costs



## Our Instructors

Mental Health First Aid Australia have a network of 2,100+ trained and accredited MHFA Instructors with local and place-based knowledge. Our instructor model lets you choose an instructor that best reflects the needs of your industry, location and workforce.

Find an accredited MHFA Instructor that's right for you:

[mhfa.com.au/instructors](http://mhfa.com.au/instructors)

## Build Capacity in your Workplace

Many workplaces are choosing nominate employees to become accredited MHFA Instructors. Our unique instructor training model is a cost-effective and sustainable way to embed MHFA training within your workplace. By funding employees to become accredited MHFA Instructors, MHFA courses can then be delivered staff on an on-going basis.

Learn more about training an employee as an MHFA Instructor:

[mhfa.com.au/be-an-instructor](http://mhfa.com.au/be-an-instructor)

**"Incredibly valuable, relevant and worthwhile course to do. It has raised awareness and confidence in the staff to be able to have the right conversations at the right time."**

West Australian  
Symphony Orchestra

**You'll be in good company!** View the range of MHFA in Action case studies and learn more about the diverse range of workplaces implementing MHFA training: [workplaces.mhfa.com.au/case-studies](http://workplaces.mhfa.com.au/case-studies)



**"MHFA training is an important life skill. It has provided our staff with the tools and knowledge to breakdown stigma and support mental health conditions in the workplace."**

Health Reimagined

## Recognising Workplaces and their Commitment to MHFA training

Our Workplace Recognition Program recognises and celebrates the organisations who invest in the development of employee mental health first aid skills and who engage in initiatives that embed the program into their organisational culture.

There are over 100 organisations of varying sizes and from a range of different industries now recognised on the Mental Health First Aid Australia Workplace Recognition Program and for many of those organisations, the program is a great way to demonstrate their commitment to creating a mentally healthy workplace that values employee well-being.

Learn more about our Workplace Recognition Program:  
[mhfa.com.au/workplacerecognition](http://mhfa.com.au/workplacerecognition)

## Evidence-based MHFA Training

MHFA training is a cost effective early intervention program that supports and mobilises whole communities to take a proactive approach to mental health education and training.

## Why choose Mental Health First Aid?

- ✓ Evidence-based
- ✓ Rigorously evaluated
- ✓ Internationally recognised
- ✓ Award winning
- ✓ 4+ million people trained worldwide
- ✓ MHFAider® support network

## MHFA training leads to improved

- ▲ Confidence to support a co-worker
- ▲ Mental health literacy
- ▲ Workplace culture
- ▲ Productivity

## Reach out to us today!

Contact the Mental Health First Aid Workplace Engagement Team to discuss the specific needs of your workplace:

[workplaces@mhfa.com.au](mailto:workplaces@mhfa.com.au)

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