



Solutions

TRAINING & ADVISORY LTD

Course Title: First aid for mental health in the workplace

Who should attend: People who volunteer and are willing to support and guide co-workers with a range of mental health issues. They should be able to learn at Level 3 (equivalent to A level). By nature, they should be empathetic. They will however learn and practice the skills required.

Course Duration: Two days plus personal study of up to 30 minutes between days one and two

Delegate Numbers: Maximum number of participants is ten.

Course Aims:

- To ensure the employer fulfils their legal and moral duties to safeguard the health, safety and welfare of their staff as required by the Health & Safety at Work Act 1974,
- To provide adequate numbers of trained staff to provide first aid for a number of commonly known mental health issues.
- To promote an emotionally safe, inclusive and open working environment.

Learning Outcomes:

- Identify and understand common mental health conditions.
- Apply the six-step approach to keep yourself and others safe both during and post practice.

Course Introduction:

This programme is designed to ensure that the organisation has suitably trained staff in the workplace to support colleagues who may be for a variety of reasons struggling to cope and subsequently becoming stressed or suffering from a mental health problem. Latest figures from the H.S.E. in 2024 state that stress and mental health issues are now the single greatest cause of workplace absenteeism. Indeed, in February 2024 the HSE published revised guidance on First Aid at Work and now require employers to assess the need for making provision to meet mental health needs.

The course centres on equipping the mental health first aiders with the knowledge and skills to meet that need. As the course title states it is First Aid for mental health, no more and no less.

All the content will be “evidence based” from a variety of sources referenced during the programme and in the materials provided to the participants.

This will not be “Death by PowerPoint” but a highly practical workshop that will include scenarios to practice applying the techniques including a trained actor role playing scenarios for participants to assess and manage.

Course Content:

Session 1

- What is Mental Health First Aid and overview of the HSE Management Standards
- Roles and responsibilities
- Importance of the role
- What we aim to do

Session 2

- General anxiety disorder
- Major depressive disorder
- Mixed anxiety and depressive disorder

Session 3

- Phobias
- Obsessive compulsive disorder
- Post Traumatic stress disorder
- Attention deficit hyperactivity disorder.
- Eating disorder
- Bi-polar disorder

Session 4

- Schizophrenic crisis
- Suicidal ideation

Session 5

- Supportive strategies
- Monitoring and review

Session 6

- Applying the six steps approach to a mental health crisis

Session 7

- Mental health continuum from thriving to crisis

Session 8

- By means of practical acted out scenarios' participants will assess and manage a person with a disorder

Assessment process:

Overall and continuous against the learning outcomes.

Endorsements:

Post course certification is accredited by the CPD service.

The trainer:

Chris Stamp *Cert.Ed*, Chris spent over 20 years in the ambulance service as a state registered paramedic, a trainer and senior manager. He has dealt with a huge number of people with mental health issues. As a senior manager he was also responsible for supporting his staff with a variety of issues. His style is to make the event learner centred, engaging and powerful in a safe confidential environment.